

# **ANNUAL WORKFORCE REPORT**

Third Quarter

**FISCAL YEAR 2007-08**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Bryan J. Waldman, Chairperson  
Andrew P. Abood  
Sherry L. McMillan  
Thomas M. Wardrop**

**Janet McClelland, Acting State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Third Quarter FY 2007-08**

**PROFILE OF CLASSIFIED EMPLOYEES**

Average Age .....	45.7
Average Annual Salary <sup>1</sup> .....	\$53,369
Average Years of Service .....	14.2

**WORK FORCE CHARACTERISTICS**

Females .....	51.0%
Males .....	49.0%
Eligible for Longevity .....	75.2%
Less than Six Years of Service .....	23.0%
Six to Ten Years of Service .....	21.0%
Over Ten Years of Service .....	56.0%
Exclusively Represented for Collective Bargaining .....	72.3%

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

American Indian .....	1.1%
Asian .....	1.2%
Black .....	17.5%
Hispanic .....	2.8%
White .....	77.1%
Not Disclosed .....	0.3%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date   14   Jun 28, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	439.0	4.0	20.0	10.0	7.0	57.0	537.0	0.0	537.0
<b>AGRICULTURE</b>		<b>439.0</b>	<b>4.0</b>	<b>20.0</b>	<b>10.0</b>	<b>7.0</b>	<b>57.0</b>	<b>537.0</b>	<b>0.0</b>	<b>537.0</b>
ATY GNRL CENTRAL OFFICE	1101	476.0	2.0	0.0	17.0	0.0	0.0	495.0	0.0	495.0
<b>ATTORNEY GENERAL</b>		<b>476.0</b>	<b>2.0</b>	<b>0.0</b>	<b>17.0</b>	<b>0.0</b>	<b>0.0</b>	<b>495.0</b>	<b>0.0</b>	<b>495.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	107.0	0.0	18.0	13.0	0.0	6.0	144.0	0.0	144.0
<b>AUDITOR GENERAL</b>		<b>107.0</b>	<b>0.0</b>	<b>18.0</b>	<b>13.0</b>	<b>0.0</b>	<b>6.0</b>	<b>144.0</b>	<b>0.0</b>	<b>144.0</b>
CIV RGHT CENTRAL OFFICE	1501	111.0	0.0	0.0	4.0	0.0	4.0	119.0	0.0	119.0
<b>CIVIL RIGHTS</b>		<b>111.0</b>	<b>0.0</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>4.0</b>	<b>119.0</b>	<b>0.0</b>	<b>119.0</b>
CIVIL SERVICE COMMISSION	1901	510.0	7.0	0.0	6.0	1.0	16.0	540.0	2.0	538.0
<b>CIVIL SERVICE COMMISSION</b>		<b>510.0</b>	<b>7.0</b>	<b>0.0</b>	<b>6.0</b>	<b>1.0</b>	<b>16.0</b>	<b>540.0</b>	<b>2.0</b>	<b>538.0</b>
DCH-CARO CENTER	3902	354.0	1.0	2.0	9.0	0.0	0.0	366.0	0.0	366.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,471.0	6.0	11.0	20.0	0.0	70.0	1,578.0	1.5	1,576.5
DCH-CTR FORENSIC PSYCHIATRY	3920	444.0	2.0	0.0	2.0	0.0	1.0	449.0	0.0	449.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	165.0	3.0	0.0	10.0	0.0	1.0	179.0	0.0	179.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	236.0	3.0	0.0	0.0	0.0	0.0	239.0	0.0	239.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	366.0	7.0	0.0	39.0	0.0	0.0	412.0	0.0	412.0
DCH - MT. PLEASANT CENTER	3912	385.0	0.0	5.0	7.0	0.0	0.0	397.0	0.0	397.0
DCH-OFFICE OF SERVICES TO TH	3970	33.0	0.0	1.0	1.0	0.0	0.0	35.0	0.0	35.0
DCH-WALTER P. REUTHER PSY HOSP	3945	389.0	0.0	0.0	2.0	0.0	5.0	396.0	0.0	396.0
<b>COMMUNITY HEALTH</b>		<b>3,843.0</b>	<b>22.0</b>	<b>19.0</b>	<b>90.0</b>	<b>0.0</b>	<b>77.0</b>	<b>4,051.0</b>	<b>1.5</b>	<b>4,049.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	532.0	0.0	0.0	1.0	0.0	0.0	533.0	0.0	533.0
DOC-ALGER MAX SECURITY CORRECT	4735	345.0	0.0	0.0	1.0	0.0	0.0	346.0	0.0	346.0
DOC-BARAGA FACILITY	4740	406.0	2.0	0.0	1.0	0.0	0.0	409.0	0.0	409.0
DOC-BELLAMY CREEK FACILITY	4748	454.0	0.0	0.0	2.0	0.0	0.0	456.0	0.0	456.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	534.0	1.0	0.0	2.0	0.0	0.0	537.0	0.0	537.0
DOC-CARSON CITY FAC/CARSON CIT	4731	519.0	0.0	0.0	1.0	0.0	0.0	520.0	0.5	519.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	581.0	0.0	0.0	0.0	0.0	4.0	585.0	0.0	585.0
DOC-COOPER STREET FACILITY	4752	444.0	0.0	0.0	0.0	0.0	0.0	444.0	0.0	444.0
DOC-CORRECTN CENTRAL OFFICE	4702	439.0	0.0	0.0	35.0	0.0	34.0	508.0	0.0	508.0

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

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DOC-COTTON FACILITY	4720	463.0	0.0	0.0	1.0	0.0	0.0	464.0	0.0	464.0
DOC-CRANE FACILITY	4716	366.0	0.0	0.0	0.0	0.0	0.0	366.0	0.0	366.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	216.0	0.0	0.0	1.0	0.0	0.0	217.0	0.0	217.0
DOC-EGELER FACILITY	4727	611.0	0.0	0.0	1.0	0.0	0.0	612.0	0.0	612.0
DOC-FIELD OPERATION REGION III	4763	850.0	11.0	2.0	2.0	0.0	0.0	865.0	0.0	865.0
DOC-FIELD OPERATIONS REGION I	4761	805.0	1.0	2.0	2.0	0.0	0.0	810.0	0.0	810.0
DOC-HANDLON MI TRAINING UNT	4705	335.0	0.0	0.0	0.0	0.0	0.0	335.0	0.0	335.0
DOC-HURON VALLEY CORR COMPLEX	4715	677.0	5.0	0.0	1.0	0.0	0.0	683.0	0.0	683.0
DOC-IONIA MAXIMUM FACILITY	4724	336.0	0.0	0.0	1.0	0.0	0.0	337.0	0.0	337.0
DOC-JACKSON CENTRAL REGION	4750	86.0	0.0	0.0	0.0	0.0	0.0	86.0	0.0	86.0
DOC-KINROSS/HIAWATHA FACILITY	4712	574.0	0.0	0.0	1.0	0.0	0.0	575.0	0.5	574.5
DOC-LAKELAND MENS FACILITY	4718	282.0	0.0	0.0	0.0	0.0	0.0	282.0	0.0	282.0
DOC-MACOMB FACILITY	4741	308.0	0.0	0.0	1.0	0.0	0.0	309.0	0.5	308.5
DOC-MARQUETTE BRANCH PRISON	4706	428.0	0.0	0.0	1.0	0.0	0.0	429.0	0.0	429.0
DOC-MICHIGAN REFORMATORY	4707	354.0	0.0	0.0	1.0	0.0	2.0	357.0	0.0	357.0
DOC-MICHIGAN STATE INDUSTRIES	4709	174.0	0.0	0.0	0.0	0.0	1.0	175.0	0.0	175.0
DOC-MID MICHIGAN FACILITY	4733	600.0	0.0	0.0	1.0	0.0	0.0	601.0	0.0	601.0
DOC-MOUND FACILITY	4737	320.0	1.0	0.0	2.0	0.0	0.0	323.0	0.0	323.0
DOC-MUSKEGON FACILITY	4704	257.0	0.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DOC-NEWBERRY FACILITY	4743	298.0	0.0	0.0	1.0	0.0	0.0	299.0	0.0	299.0
DOC-OAKS FACILITY	4739	349.0	1.0	0.0	1.0	0.0	0.0	351.0	0.0	351.0
DOC-OJIBWAY FACILITY	4746	285.0	1.0	0.0	1.0	0.0	0.0	287.0	0.0	287.0
DOC-PARNALL FACILITY	4751	320.0	0.0	1.0	0.0	0.0	0.0	321.0	0.0	321.0
DOC-PINE RIVER FACILITY	4744	232.0	0.0	0.0	1.0	0.0	0.0	233.0	0.0	233.0
DOC-PUGSLEY FACILITY	4745	256.0	1.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DOC-RYAN FACILITY	4738	345.0	0.0	0.0	1.0	0.0	0.0	346.0	0.0	346.0
DOC-SAGINAW FACILITY	4742	342.0	4.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
DOC-SCOTT FACILITY	4721	381.0	0.0	0.0	1.0	0.0	0.0	382.0	0.0	382.0
DOC-STANDISH MAXIMUM FACILITY	4734	406.0	1.0	0.0	1.0	0.0	0.0	408.0	0.0	408.0
DOC-THUMB FACILITY	4725	350.0	0.0	0.0	2.0	0.0	0.0	352.0	0.0	352.0

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IONIA REGIONAL OFFICE	4711	53.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
REGION I CFA REGIONAL OFFICE	4714	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
<b>CORRECTIONS</b>		<b>15,914.0</b>	<b>29.0</b>	<b>5.0</b>	<b>71.0</b>	<b>0.0</b>	<b>41.0</b>	<b>16,060.0</b>	<b>1.5</b>	<b>16,058.5</b>
EDUCATION	3103	278.0	7.0	5.0	21.0	71.0	3.0	385.0	1.0	384.0
<b>EDUCATION</b>		<b>278.0</b>	<b>7.0</b>	<b>5.0</b>	<b>21.0</b>	<b>71.0</b>	<b>3.0</b>	<b>385.0</b>	<b>1.0</b>	<b>384.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,273.0	7.0	20.0	36.0	0.0	24.0	1,360.0	4.0	1,356.0
<b>ENVIRONMENTAL QUALITY</b>		<b>1,273.0</b>	<b>7.0</b>	<b>20.0</b>	<b>36.0</b>	<b>0.0</b>	<b>24.0</b>	<b>1,360.0</b>	<b>4.0</b>	<b>1,356.0</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	45.0	0.0	4.0	49.0	0.0	49.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>45.0</b>	<b>0.0</b>	<b>4.0</b>	<b>49.0</b>	<b>0.0</b>	<b>49.0</b>
HISTORY ARTS AND LIBRARIES	2501	164.0	1.0	5.0	9.0	17.0	68.0	264.0	2.0	262.0
<b>HISTORY ARTS AND LIBRARIES</b>		<b>164.0</b>	<b>1.0</b>	<b>5.0</b>	<b>9.0</b>	<b>17.0</b>	<b>68.0</b>	<b>264.0</b>	<b>2.0</b>	<b>262.0</b>
DHS-BERRIEN COUNTY	4322	140.0	0.0	0.0	1.0	3.0	0.0	144.0	0.0	144.0
DHS-CALHOUN COUNTY	4323	139.0	0.0	0.0	0.0	0.0	0.0	139.0	0.0	139.0
DHS-COUNTIES	4308	2,145.0	2.0	1.0	83.0	24.0	0.0	2,255.0	1.5	2,253.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,649.0	4.0	20.0	69.0	3.0	3.0	1,748.0	3.5	1,744.5
DHS-GENESEE COUNTY	4302	503.0	0.0	0.0	16.0	0.0	0.0	519.0	0.0	519.0
DHS-INGHAM COUNTY	4312	210.0	0.0	0.0	2.0	1.0	0.0	213.0	0.0	213.0
DHS - INSTITUTIONS	4307	211.0	1.0	24.0	13.0	0.0	0.0	249.0	0.0	249.0
DHS-JACKSON COUNTY	4315	126.0	0.0	0.0	4.0	0.0	0.0	130.0	0.0	130.0
DHS-KALAMAZOO COUNTY	4314	174.0	0.0	0.0	6.0	0.0	0.0	180.0	0.0	180.0
DHS-KENT COUNTY	4303	374.0	0.0	0.0	15.0	8.0	0.0	397.0	4.5	392.5
DHS-MACOMB COUNTY	4304	311.0	2.0	0.0	61.0	0.0	0.0	374.0	0.5	373.5
DHS-MAXEY TRAINING SCHOOL	4311	145.0	0.0	1.0	0.0	0.0	0.0	146.0	0.0	146.0
DHS-MUSKEGON COUNTY	4324	178.0	0.0	0.0	1.0	0.0	0.0	179.0	0.0	179.0
DHS-OAKLAND COUNTY	4305	473.0	0.0	3.0	6.0	0.0	0.0	482.0	0.0	482.0
DHS-SAGINAW COUNTY	4313	221.0	0.0	0.0	4.0	0.0	0.0	225.0	0.0	225.0
DHS-WASHTENAW	4325	128.0	0.0	0.0	2.0	0.0	0.0	130.0	0.0	130.0
DHS-WAYNE COUNTY DSS	4306	156.0	0.0	0.0	6.0	0.0	0.0	162.0	0.0	162.0

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DHS-WAYNE COUNTY O.C.Y.S.	4320	630.0	0.0	0.0	34.0	0.0	0.0	664.0	0.0	664.0
DHS-WAYNE COUNTY ZONE 3	4318	524.0	0.0	0.0	11.0	0.0	0.0	535.0	0.0	535.0
DHS-WAYNE COUNTY ZONE 4	4319	453.0	0.0	0.0	12.0	0.0	0.0	465.0	0.0	465.0
DHS-WAYNE COUNTY ZONE L	4316	387.0	0.0	0.0	9.0	0.0	0.0	396.0	0.0	396.0
<b>HUMAN SERVICES</b>		<b>9,277.0</b>	<b>9.0</b>	<b>49.0</b>	<b>355.0</b>	<b>39.0</b>	<b>3.0</b>	<b>9,732.0</b>	<b>10.0</b>	<b>9,722.0</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,621.0	5.0	1.0	33.0	0.0	55.0	1,715.0	0.0	1,715.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,621.0</b>	<b>5.0</b>	<b>1.0</b>	<b>33.0</b>	<b>0.0</b>	<b>55.0</b>	<b>1,715.0</b>	<b>0.0</b>	<b>1,715.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,294.0	17.0	5.0	118.0	47.0	73.0	3,554.0	5.5	3,548.5
MES BOARD OF REVIEW	6415	14.0	0.0	0.0	1.0	0.0	0.0	15.0	0.0	15.0
MSHDA	6405	250.0	4.0	3.0	4.0	0.0	25.0	286.0	1.5	284.5
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,558.0</b>	<b>21.0</b>	<b>8.0</b>	<b>123.0</b>	<b>47.0</b>	<b>98.0</b>	<b>3,855.0</b>	<b>7.0</b>	<b>3,848.0</b>
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	883.0	11.0	3.0	44.0	0.0	36.0	977.0	6.5	970.5
<b>MANAGEMENT &amp; BUDGET</b>		<b>883.0</b>	<b>11.0</b>	<b>3.0</b>	<b>45.0</b>	<b>0.0</b>	<b>36.0</b>	<b>978.0</b>	<b>6.5</b>	<b>971.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	142.0	5.0	2.0	0.0	4.0	6.0	159.0	1.0	158.0
GRAND RAPIDS HOME FOR VETERANS	5102	452.0	1.0	9.0	0.0	15.0	21.0	498.0	0.0	498.0
MIL AFFR CENTRAL OFFICE	5101	232.0	0.0	9.0	10.0	27.0	27.0	305.0	0.0	305.0
<b>MILITARY AFFAIRS</b>		<b>826.0</b>	<b>6.0</b>	<b>20.0</b>	<b>10.0</b>	<b>46.0</b>	<b>54.0</b>	<b>962.0</b>	<b>1.0</b>	<b>961.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,276.0	6.0	59.0	17.0	279.0	1,439.0	3,076.0	1.5	3,074.5
<b>NATURAL RESOURCES</b>		<b>1,276.0</b>	<b>6.0</b>	<b>59.0</b>	<b>17.0</b>	<b>279.0</b>	<b>1,439.0</b>	<b>3,076.0</b>	<b>1.5</b>	<b>3,074.5</b>
DEPARTMENT OF STATE	2301	1,236.0	0.0	237.0	31.0	0.0	130.0	1,634.0	0.0	1,634.0
<b>STATE</b>		<b>1,236.0</b>	<b>0.0</b>	<b>237.0</b>	<b>31.0</b>	<b>0.0</b>	<b>130.0</b>	<b>1,634.0</b>	<b>0.0</b>	<b>1,634.0</b>
STATE POLICE	5501	2,492.0	41.0	5.0	28.0	0.0	5.0	2,571.0	1.5	2,569.5
<b>STATE POLICE</b>		<b>2,492.0</b>	<b>41.0</b>	<b>5.0</b>	<b>28.0</b>	<b>0.0</b>	<b>5.0</b>	<b>2,571.0</b>	<b>1.5</b>	<b>2,569.5</b>
STRATEGIC FUND	0740	156.0	3.0	12.0	7.0	0.0	60.0	238.0	1.0	237.0
<b>STRATEGIC FUND</b>		<b>156.0</b>	<b>3.0</b>	<b>12.0</b>	<b>7.0</b>	<b>0.0</b>	<b>60.0</b>	<b>238.0</b>	<b>1.0</b>	<b>237.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	2.0	0.0	24.0	58.0	0.0	58.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date   14   Jun 28, 2008

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	26.0	5.0	0.0	9.0	90.0	0.0	90.0
TRANSPORTATION CENTRAL OFFICE	5901	2,637.0	19.0	14.0	64.0	27.0	334.0	3,095.0	6.0	3,089.0
<b>TRANSPORTATION</b>		<b>2,719.0</b>	<b>19.0</b>	<b>40.0</b>	<b>71.0</b>	<b>27.0</b>	<b>367.0</b>	<b>3,243.0</b>	<b>6.0</b>	<b>3,237.0</b>
BUREAU OF STATE LOTTERY	2795	160.0	0.0	0.0	0.0	0.0	6.0	166.0	0.0	166.0
GAMING CONTROL	2707	89.0	1.0	1.0	4.0	0.0	10.0	105.0	0.5	104.5
TREASURY CENTRAL PAYROLL	2701	1,189.0	5.0	12.0	21.0	0.0	21.0	1,248.0	0.0	1,248.0
<b>TREASURY</b>		<b>1,438.0</b>	<b>6.0</b>	<b>13.0</b>	<b>25.0</b>	<b>0.0</b>	<b>37.0</b>	<b>1,519.0</b>	<b>0.5</b>	<b>1,518.5</b>
<b>STATEWIDE TOTAL</b>		<b>48,597.0</b>	<b>206.0</b>	<b>539.0</b>	<b>1,067.0</b>	<b>534.0</b>	<b>2,584.0</b>	<b>53,527.0</b>	<b>47.0</b>	<b>53,480.0</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 06/28/2008 ( B )	FTE Positions 03/22/2008 ( C )	Difference 06/28/2008 - 03/22/2008 ( B - C )	Difference 06/28/2008 - Appropriated ( B - A )
AGRICULTURE	Regular	686.5	493.4	482.1	11.3	-193.1
	Overtime	0.0	1.2	2.1	-0.9	1.2
	Total	686.5	494.6	484.2	10.4	-191.9
ATTORNEY GENERAL	Regular	556.0	492.9	494.0	-1.0	-63.1
	Overtime	0.0	2.6	2.6	0.0	2.6
	Total	556.0	495.5	496.5	-1.0	-60.5
AUDITOR GENERAL	Regular	0.0	139.5	135.3	4.1	139.5
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	139.5	135.3	4.1	139.5
CIVIL RIGHTS	Regular	136.0	118.2	118.4	-0.2	-17.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	118.2	118.4	-0.2	-17.8
CIVIL SERVICE COMMISSION	Regular	240.5	175.3	182.1	-6.7	-65.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	175.3	182.1	-6.7	-65.2
COMMUNITY HEALTH	Regular	4,761.6	4,018.8	3,985.1	33.8	-742.8
	Overtime	0.0	144.8	158.0	-13.2	144.8
	Total	4,761.6	4,163.6	4,143.1	20.5	-598.0
CORRECTIONS	Regular	17,637.4	16,198.4	16,066.2	132.3	-1,439.0
	Overtime	0.0	1,120.8	994.0	126.8	1,120.8
	Total	17,637.4	17,319.2	17,060.2	259.0	-318.2
EDUCATION	Regular	460.5	338.9	381.9	-43.0	-121.6
	Overtime	0.0	0.4	0.8	-0.4	0.4
	Total	460.5	339.3	382.7	-43.4	-121.2
ENVIRONMENTAL QUALITY	Regular	1,561.7	1,341.4	1,356.5	-15.2	-220.3
	Overtime	0.0	1.7	1.2	0.5	1.7
	Total	1,561.7	1,343.1	1,357.7	-14.7	-218.6
EXECUTIVE OFFICE	Regular	74.2	46.6	44.5	2.1	-27.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	46.6	44.5	2.1	-27.6

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 06/28/2008 ( B )	FTE Positions 03/22/2008 ( C )	Difference 06/28/2008 - 03/22/2008 ( B - C )	Difference 06/28/2008 - Appropriated ( B - A )
HISTORY ARTS AND LIBRARIES	Regular	230.0	228.8	190.3	38.4	-1.2
	Overtime	0.0	1.1	0.0	1.1	1.1
	Total	230.0	229.8	190.3	39.5	-0.2
HUMAN SERVICES	Regular	10,575.4	9,676.5	9,438.0	238.5	-898.9
	Overtime	0.0	304.1	145.9	158.1	304.1
	Total	10,575.4	9,980.6	9,583.9	396.6	-594.8
INFORMATION TECHNOLOGY	Regular	1,774.4	1,695.2	1,680.1	15.1	-79.2
	Overtime	0.0	24.7	25.4	-0.7	24.7
	Total	1,774.4	1,719.9	1,705.5	14.4	-54.5
LABOR & ECONOMIC GROWTH	Regular	4,282.5	3,819.1	3,816.6	2.5	-463.4
	Overtime	0.0	7.9	9.5	-1.6	7.9
	Total	4,282.5	3,827.0	3,826.2	0.9	-455.5
MANAGEMENT & BUDGET	Regular	747.5	983.0	966.7	16.3	235.5
	Overtime	0.0	9.9	10.7	-0.8	9.9
	Total	747.5	992.9	977.3	15.5	245.4
MILITARY AFFAIRS	Regular	1,015.0	944.9	923.9	21.0	-70.1
	Overtime	0.0	26.6	21.5	5.1	26.6
	Total	1,015.0	971.6	945.4	26.2	-43.4
NATURAL RESOURCES	Regular	2,082.9	2,846.8	1,493.6	1,353.2	763.9
	Overtime	0.0	32.9	2.2	30.7	32.9
	Total	2,082.9	2,879.7	1,495.8	1,383.9	796.8
STATE	Regular	1,853.8	1,556.7	1,500.7	56.0	-297.1
	Overtime	0.0	1.5	1.0	0.5	1.5
	Total	1,853.8	1,558.3	1,501.7	56.6	-295.5
STATE POLICE	Regular	2,899.0	2,555.1	2,555.5	-0.4	-343.9
	Overtime	0.0	153.0	103.5	49.5	153.0
	Total	2,899.0	2,708.1	2,659.0	49.1	-190.9
STRATEGIC FUND	Regular	152.0	199.3	173.2	26.1	47.3
	Overtime	0.0	0.0	0.1	-0.1	0.0
	Total	152.0	199.3	173.3	26.0	47.3

## Full-Time Equated Position Report by Department

DEPARTMENT		FTE Positions Fiscal Year 2008 Appropriated ( A )	FTE Positions 06/28/2008 ( B )	FTE Positions 03/22/2008 ( C )	Difference 06/28/2008 - 03/22/2008 ( B - C )	Difference 06/28/2008 - Appropriated ( B - A )
TRANSPORTATION	Regular	3,029.3	3,216.9	2,881.7	335.2	187.6
	Overtime	0.0	173.9	80.4	93.5	173.9
	Total	3,029.3	3,390.8	2,962.1	428.7	361.5
TREASURY	Regular	1,744.5	1,510.9	1,540.7	-29.7	-233.6
	Overtime	0.0	0.6	0.1	0.4	0.6
	Total	1,744.5	1,511.5	1,540.8	-29.3	-233.0
STATEWIDE TOTALS	Total Regular	56,500.7	52,596.7	50,407.1	2,189.6	-3,904.0
	Total Overtime	0	2,007.6	1,559.0	448.6	2,007.6
	Grand Total	56,500.7	54,604.4	51,966.2	2,638.2	-1,896.3

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 3/22/08		Pay Period Ending 6/28/08	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	529.0	1.0%	537.0	1.0%
Attorney General	497.0	1.0%	495.0	0.9%
Auditor General	142.0	0.3%	144.0	0.3%
Civil Rights	119.0	0.2%	119.0	0.2%
Civil Service Commission	542.0	1.1%	538.0	1.0%
Community Health	4,014.5	7.8%	4,049.5	7.6%
Corrections	15,916.5	31.1%	16,058.5	30.0%
Education	382.0	0.7%	384.0	0.7%
Environmental Quality	1,373.0	2.7%	1,356.0	2.5%
Executive Office	47.0	0.1%	49.0	0.1%
History Arts and Libraries	227.0	0.4%	262.0	0.5%
Human Services	9,489.5	18.5%	9,722.0	18.2%
Information Technology	1,700.0	3.3%	1,715.0	3.2%
Labor and Economic Growth	3,845.5	7.5%	3,848.0	7.2%
Management and Budget	959.0	1.9%	971.5	1.8%
Military & Veterans Affairs	938.0	1.8%	961.0	1.8%
Natural Resources	1,580.5	3.1%	3,074.5	5.7%
State	1,649.0	3.2%	1,634.0	3.1%
State Police	2,570.5	5.0%	2,569.5	4.8%
Strategic Fund	231.0	0.5%	237.0	0.4%
Transportation	2,938.0	5.7%	3,237.0	6.1%
Treasury	1,545.5	3.0%	1,518.5	2.8%
TOTAL	51,235.5	100.0%	53,480.0	100.0%

Source: MIDB Civil Service HWF03

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. For this report, the actual number of employees who job share are divided in half.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# **FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT**

As of Pay End Date: 06/28/2008

Department	Current Period Number of Employees
AGRICULTURE	519.0
ATTORNEY GENERAL	495.0
AUDITOR GENERAL	138.0
CIVIL RIGHTS	115.0
CIVIL SERVICE COMMISSION	529.0
COMMUNITY HEALTH	3,977.5
CORRECTIONS	16,023.5
EDUCATION	381.0
ENVIRONMENTAL QUALITY	1,332.0
EXECUTIVE OFFICE	47.0
HISTORY ARTS AND LIBRARIES	194.0
HUMAN SERVICES	9,721.0
INFORMATION TECHNOLOGY	1,660.0
LABOR & ECONOMIC GROWTH	3,750.0
MANAGEMENT & BUDGET	935.5
MILITARY AFFAIRS	934.0
NATURAL RESOURCES	1,660.5
STATE	1,504.0
STATE POLICE	2,564.5
STRATEGIC FUND	177.0
TRANSPORTATION	2,869.0
TREASURY	1,487.5
<b>Sum:</b>	<b>51,014.0</b>

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	20	518.7
ATTORNEY GENERAL	20	496.3
AUDITOR GENERAL	20	137.7
CIVIL RIGHTS	20	116.9
CIVIL SERVICE COMMISSION	20	540.4
COMMUNITY HEALTH	20	3,958.3
CORRECTIONS	20	15,937.9
EDUCATION	20	376.4
ENVIRONMENTAL QUALITY	20	1,362.8
EXECUTIVE OFFICE	20	46.0
HISTORY ARTS AND LIBRARIES	20	189.3
HUMAN SERVICES	20	9,520.8
INFORMATION TECHNOLOGY	20	1,671.4
LABOR & ECONOMIC GROWTH	20	3,790.7
MANAGEMENT & BUDGET	20	937.7
MILITARY AFFAIRS	20	917.0
NATURAL RESOURCES	20	1,536.9
STATE	20	1,548.3
STATE POLICE	20	2,577.0
STRATEGIC FUND	20	176.8
TRANSPORTATION	20	2,845.6
TREASURY	20	1,507.5
<b>Sum:</b>		<b>50,710.1</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 97% of all non-career appointments at this time. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# **AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT**

**Pay Period Ending: June 28, 2008**

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	538	1.0 %	46.7	\$27.56	392	72.9 %
ATTORNEY GENERAL	495	0.9 %	47.6	\$37.03	335	67.7 %
AUDITOR GENERAL	144	0.3 %	40.4	\$35.22	117	81.3 %
CIVIL RIGHTS	119	0.2 %	46.9	\$29.13	89	74.8 %
CIVIL SERVICE COMMISSION	540	1.0 %	48.0	\$29.01	458	84.8 %
COMMUNITY HEALTH	4,083	7.6 %	48.7	\$26.98	2,977	72.9 %
CORRECTIONS	16,143	30.1 %	44.6	\$24.63	13,317	82.5 %
EDUCATION	385	0.7 %	49.4	\$29.48	232	60.3 %
ENVIRONMENTAL QUALITY	1,361	2.5 %	47.4	\$30.13	1,119	82.2 %
EXECUTIVE OFFICE	49	0.1 %	36.4	\$25.13	8	16.3 %
HISTORY ARTS AND LIBRARIES	264	0.5 %	44.4	\$22.62	157	59.5 %
HUMAN SERVICES	9,744	18.1 %	47.4	\$24.65	7,549	77.5 %
INFORMATION TECHNOLOGY	1,716	3.2 %	47.0	\$31.36	1,343	78.3 %
LABOR & ECONOMIC GROWTH	3,858	7.2 %	47.8	\$27.45	2,659	68.9 %
MANAGEMENT & BUDGET	979	1.8 %	47.1	\$27.11	770	78.7 %
MILITARY AFFAIRS	967	1.8 %	46.9	\$22.77	676	69.9 %
NATURAL RESOURCES	3,081	5.7 %	39.8	\$17.57	1,257	40.8 %
STATE	1,635	3.0 %	47.1	\$22.86	1,265	77.4 %
STATE POLICE	2,583	4.8 %	43.0	\$29.67	2,309	89.4 %
STRATEGIC FUND	238	0.4 %	48.8	\$25.21	151	63.4 %
TRANSPORTATION	3,246	6.0 %	43.0	\$25.71	2,163	66.6 %
TREASURY	1,520	2.8 %	46.5	\$27.34	1,033	68.0 %
<b>STATEWIDE TOTALS:</b>	<b>53,688</b>	<b>100.0 %</b>	<b>45.7</b>	<b>\$25.56</b>	<b>40,376</b>	<b>75.2 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission effective August 26, 2007.

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 06/28/2008

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	481	248	52 %	206	43 %	4	1 %	450	94 %	10	2 %	2	0 %	462	96 %
ATTORNEY GENERAL	495	238	48 %	215	43 %	3	1 %	456	92 %	10	2 %	4	1 %	472	95 %
AUDITOR GENERAL	138	34	25 %	83	60 %	5	4 %	120	87 %	3	2 %	0	0 %	125	91 %
CIVIL RIGHTS	115	72	63 %	39	34 %	2	2 %	111	97 %	3	3 %	0	0 %	114	99 %
CIVIL SERVICE COMMISSION	524	190	36 %	280	53 %	5	1 %	477	91 %	10	2 %	1	0 %	486	93 %
COMMUNITY HEALTH	4,006	2,354	59 %	1,375	34 %	38	1 %	3,674	92 %	103	3 %	10	0 %	3,798	95 %
CORRECTIONS	16,102	9,927	62 %	5,205	32 %	86	1 %	14,965	93 %	314	2 %	39	0 %	15,325	95 %
EDUCATION	382	182	48 %	156	41 %	5	1 %	339	89 %	5	1 %	6	2 %	351	92 %
ENVIRONMENTAL QUALITY	1,337	593	44 %	659	49 %	17	1 %	1,248	93 %	25	2 %	2	0 %	1,278	96 %
EXECUTIVE OFFICE	45	20	44 %	16	36 %	0	0 %	37	82 %	2	4 %	0	0 %	40	89 %
HISTORY ARTS AND LIBRARIES	196	91	46 %	87	44 %	2	1 %	179	91 %	3	2 %	0	0 %	182	93 %
HUMAN SERVICES	9,741	5,431	56 %	3,694	38 %	75	1 %	8,924	92 %	315	3 %	34	0 %	9,278	95 %
INFORMATION TECHNOLOGY	1,661	612	37 %	920	55 %	20	1 %	1,497	90 %	57	3 %	4	0 %	1,561	94 %
LABOR & ECONOMIC GROWTH	3,760	1,808	48 %	1,699	45 %	48	1 %	3,410	91 %	160	4 %	13	0 %	3,596	96 %
MANAGEMENT & BUDGET	943	280	30 %	597	63 %	9	1 %	866	92 %	18	2 %	1	0 %	887	94 %
MILITARY AFFAIRS	914	408	45 %	455	50 %	11	1 %	874	96 %	3	0 %	2	0 %	881	96 %
NATURAL RESOURCES	1,642	1,142	70 %	374	23 %	23	1 %	1,519	93 %	10	1 %	10	1 %	1,548	94 %
STATE	1,505	734	49 %	680	45 %	20	1 %	1,399	93 %	39	3 %	7	0 %	1,449	96 %
STATE POLICE	2,578	1,960	76 %	498	19 %	14	1 %	2,469	96 %	16	1 %	2	0 %	2,489	97 %
STRATEGIC FUND	178	82	46 %	81	46 %	4	2 %	160	90 %	5	3 %	2	1 %	168	94 %
TRANSPORTATION	2,880	1,589	55 %	1,117	39 %	29	1 %	2,715	94 %	31	1 %	6	0 %	2,758	96 %
TREASURY	1,483	568	38 %	802	54 %	25	2 %	1,346	91 %	52	4 %	5	0 %	1,405	95 %
<b>STATEWIDE TOTALS:</b>	<b>51,106</b>	<b>28,563</b>	<b>56 %</b>	<b>19,238</b>	<b>38 %</b>	<b>445</b>	<b>1 %</b>	<b>47,235</b>	<b>92 %</b>	<b>1,194</b>	<b>2 %</b>	<b>150</b>	<b>0 %</b>	<b>48,653</b>	<b>95 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

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# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 06/28/2008

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
AGRICULTURE	481	414	86 %	0	0 %	453	94 %	28	6 %	0	0 %
ATTORNEY GENERAL	495	404	82 %	0	0 %	478	97 %	16	3 %	0	0 %
AUDITOR GENERAL	138	120	87 %	0	0 %	121	88 %	17	12 %	0	0 %
CIVIL RIGHTS	115	104	90 %	0	0 %	103	90 %	12	10 %	0	0 %
CIVIL SERVICE COMMISSION	524	504	96 %	5	1 %	508	97 %	16	3 %	7	1 %
COMMUNITY HEALTH	4,006	3,658	91 %	0	0 %	3,801	95 %	202	5 %	0	0 %
CORRECTIONS	16,102	15,173	94 %	0	0 %	15,581	97 %	514	3 %	0	0 %
EDUCATION	382	295	77 %	0	0 %	358	94 %	23	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,337	1,174	88 %	0	0 %	1,239	93 %	97	7 %	0	0 %
EXECUTIVE OFFICE	45	16	36 %	0	0 %	37	82 %	8	18 %	0	0 %
HISTORY ARTS AND LIBRARIES	196	156	80 %	0	0 %	178	91 %	18	9 %	0	0 %
HUMAN SERVICES	9,741	8,985	92 %	1	0 %	9,228	95 %	511	5 %	0	0 %
INFORMATION TECHNOLOGY	1,661	1,397	84 %	40	2 %	1,573	95 %	86	5 %	37	2 %
LABOR & ECONOMIC GROWTH	3,760	3,291	88 %	1	0 %	3,524	94 %	233	6 %	3	0 %
MANAGEMENT & BUDGET	943	861	91 %	1	0 %	891	94 %	50	5 %	1	0 %
MILITARY AFFAIRS	914	787	86 %	0	0 %	879	96 %	33	4 %	0	0 %
NATURAL RESOURCES	1,642	1,422	87 %	0	0 %	1,559	95 %	83	5 %	0	0 %
STATE	1,505	1,350	90 %	0	0 %	1,428	95 %	77	5 %	0	0 %
STATE POLICE	2,578	2,419	94 %	1,589	62 %	2,428	94 %	95	4 %	1,584	61 %
STRATEGIC FUND	178	157	88 %	0	0 %	167	94 %	11	6 %	0	0 %
TRANSPORTATION	2,880	2,533	88 %	0	0 %	2,729	95 %	149	5 %	0	0 %
TREASURY	1,483	1,314	89 %	0	0 %	1,398	94 %	82	6 %	0	0 %
<b>STATEWIDE TOTALS:</b>	<b>51,106</b>	<b>46,534</b>	<b>91 %</b>	<b>1,637</b>	<b>3 %</b>	<b>48,661</b>	<b>95 %</b>	<b>2,361</b>	<b>5 %</b>	<b>1,632</b>	<b>3 %</b>

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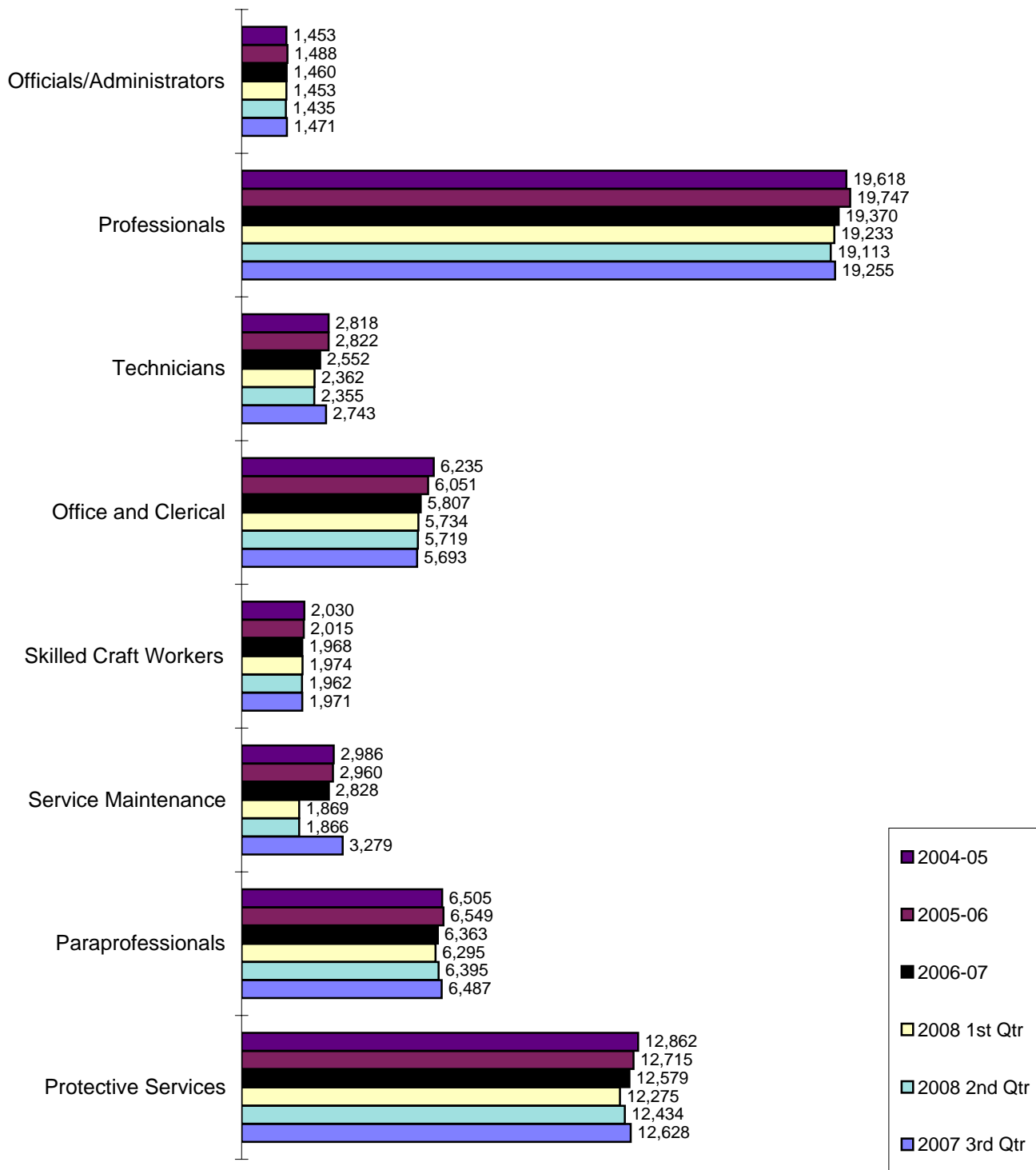
**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: June 28, 2008**

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	7	22	24	42	40	63	96	117	80	36	8	2	537
ATTORNEY GENERAL	0	5	26	44	56	58	70	94	90	42	10	0	495
AUDITOR GENERAL	2	11	15	20	20	26	21	16	9	4	0	0	144
CIVIL RIGHTS	0	3	5	15	14	11	16	16	27	12	0	0	119
CIVIL SERVICE COMMISSION	2	8	19	39	37	70	104	138	86	31	5	1	540
COMMUNITY HEALTH	15	74	175	228	297	369	663	1,083	781	285	74	7	4,051
CORRECTIONS	8	246	824	1,574	2,571	2,829	2,974	2,743	1,691	510	76	14	16,060
EDUCATION	0	5	22	24	30	35	38	97	85	42	6	1	385
ENVIRONMENTAL QUALITY	2	16	61	119	131	142	244	317	236	77	11	4	1,360
EXECUTIVE OFFICE	1	13	6	8	5	1	7	3	1	2	2	0	49
HISTORY ARTS AND LIBRARIES	14	26	11	13	21	38	28	41	51	17	3	1	264
HUMAN SERVICES	0	105	596	914	1,007	988	1,249	2,210	1,909	621	109	24	9,732
INFORMATION TECHNOLOGY	3	40	66	124	176	224	322	375	275	90	18	2	1,715
LABOR & ECONOMIC GROWTH	14	90	230	303	347	361	561	815	729	329	59	26	3,864
MANAGEMENT & BUDGET	5	32	49	58	100	104	143	242	194	42	9	0	978
MILITARY AFFAIRS	8	27	51	59	98	114	178	187	170	55	8	6	961
NATURAL RESOURCES	353	495	195	234	261	227	319	414	303	145	76	54	3,076
STATE	6	58	87	103	140	185	269	386	302	82	14	2	1,634
STATE POLICE	0	13	124	349	539	546	402	377	160	52	6	3	2,571
STRATEGIC FUND	3	13	9	17	10	23	35	55	34	23	9	7	238
TRANSPORTATION	65	288	251	282	337	421	486	560	393	133	18	8	3,242
TREASURY	8	29	106	119	151	176	285	298	239	89	15	4	1,519
<b>Statewide Total:</b>	<b>516</b>	<b>1,619</b>	<b>2,952</b>	<b>4,688</b>	<b>6,388</b>	<b>7,011</b>	<b>8,510</b>	<b>10,584</b>	<b>7,845</b>	<b>2,719</b>	<b>536</b>	<b>166</b>	<b>53,534</b>
<b>Average Age:</b>	<b>19.0</b>	<b>22.5</b>	<b>27.8</b>	<b>32.6</b>	<b>37.6</b>	<b>42.6</b>	<b>47.5</b>	<b>52.5</b>	<b>57.2</b>	<b>61.8</b>	<b>66.8</b>	<b>74.4</b>	<b>45.7</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2004-05 through Third Quarter 2007-08**



Grand Totals:

2004-05 Year End:	54,507
2005-06 Year End:	54,347
2006-07 Year End:	52,927
2007-08 1st Quarter:	51,195
2007-08 2nd Quarter:	51,279
2007-08 3rd Quarter:	53,527

Source: MAIN MIDB Civil Service HWF27

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: June 28, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	24	35
ALGER	372	8	380
ALLEGAN	199	61	260
ALPENA	121	26	147
ANTRIM	22	4	26
ARENAC	324	11	335
BARAGA	423	23	446
BARRY	87	29	116
BAY	268	51	319
BENZIE	22	6	28
BERRIEN	370	77	447
BRANCH	730	15	745
CALHOUN	326	21	347
CASS	69	8	77
CHARLEVOIX	19	65	84
CHEBOYGAN	77	66	143
CHIPPEWA	1,309	102	1,411
CLARE	50	26	76
CLINTON	118	30	148
CRAWFORD	254	134	388
DELTA	198	51	249
DICKINSON	49	8	57
EATON	2,959	174	3,133
EMMET	74	46	120
GENESEE	806	112	918
GLADWIN	43	9	52
GOGEBIC	274	19	293
GRAND TRAVERSE	540	68	608
GRATIOT	882	16	898
HILLSDALE	61	5	66
HOUGHTON	110	40	150
HURON	36	51	87
INGHAM	9,682	1,068	10,750
IONIA	1,871	53	1,924
IOSCO	54	39	93
IRON	112	21	133
ISABELLA	523	34	557
JACKSON	2,378	98	2,476
KALAMAZOO	992	126	1,118
KALKASKA	55	5	60
KENT	1,580	160	1,740
KEWEENAW	1	22	23
LAKE	44	6	50
LAPEER	447	31	478
LEELANAU	3	7	10

**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: June 28, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	784	48	832
LIVINGSTON	328	69	397
LUCE	372	29	401
MACKINAC	129	106	235
MACOMB	1,167	126	1,293
MANISTEE	379	29	408
MARQUETTE	881	83	964
MASON	35	33	68
MECOSTA	71	5	76
MENOMINEE	41	27	68
MIDLAND	82	5	87
MISSAUKEE	50	3	53
MONROE	163	53	216
MONTCALM	633	11	644
MONTMORENCY	53	19	72
MUSKEGON	1,068	83	1,151
NEWAYGO	74	8	82
OAKLAND	1,151	235	1,386
OCEANA	53	60	113
OGEMAW	57	22	79
ONTONAGON	23	25	48
OSCEOLA	50	1	51
OSCODA	28	6	34
OTSEGO	251	44	295
OTTAWA	176	78	254
OUT OF STATE	44	6	50
PRESQUE ISLE	14	36	50
ROSCOMMON	125	56	181
SAGINAW	1,004	39	1,043
SANILAC	52	15	67
SCHOOLCRAFT	38	27	65
SHIAWASSEE	78	5	83
ST CLAIR	237	70	307
ST JOSEPH	88	6	94
TUSCOLA	490	28	518
VAN BUREN	194	42	236
WASHTENAW	1,654	69	1,723
WAYNE	6,571	325	6,896
WEXFORD	165	46	211
WORK AT HOME - MI	799	59	858
<b>Grand Total:</b>	<b>48,597</b>	<b>5,093</b>	<b>53,690</b>

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## SECTION THREE

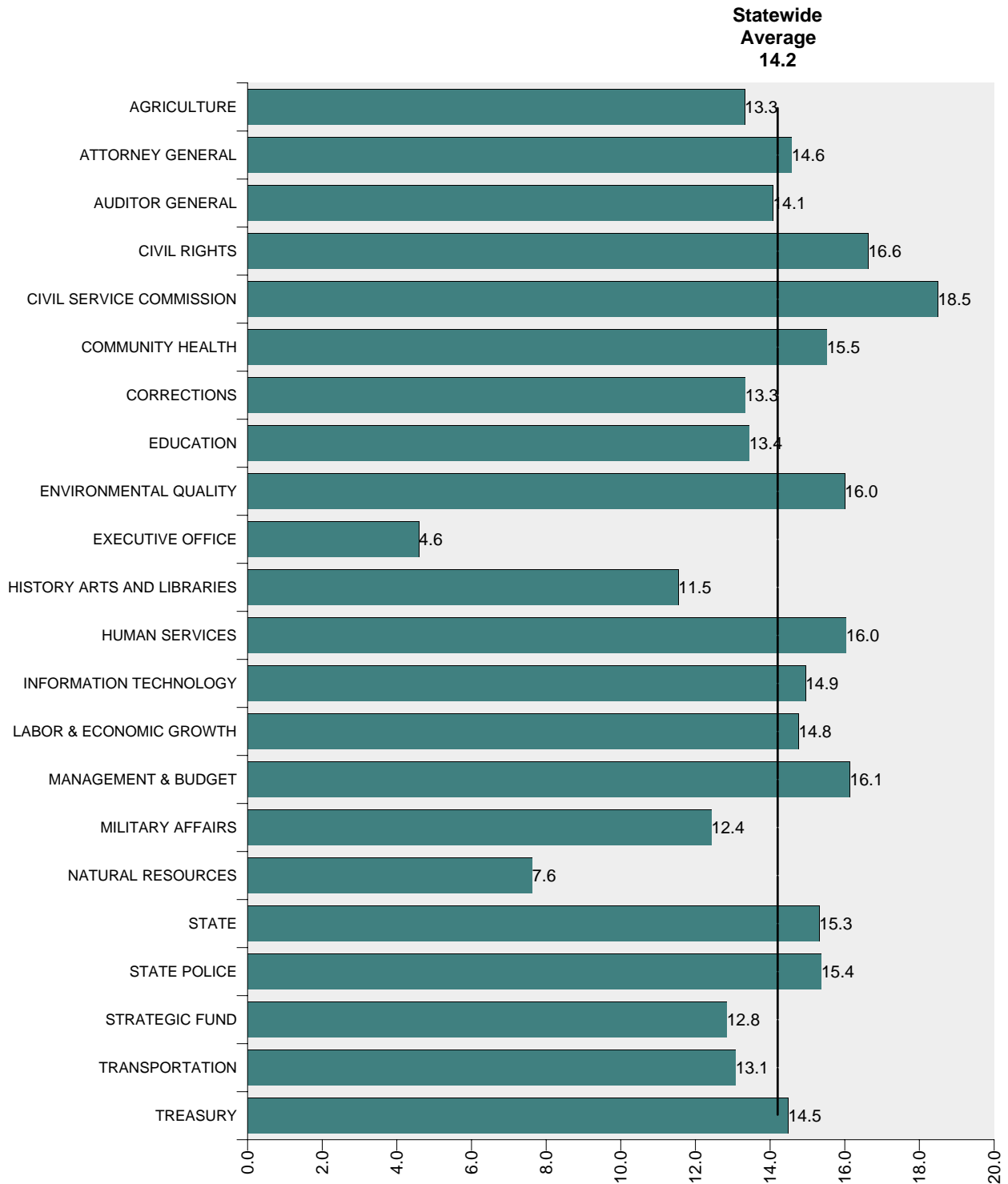
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### **EMPLOYEE CONTINUITY OVERVIEW**



## AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period End Date: 06/28/2008



Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
00 - 05 YEARS	54	77	0	2	1	0	2	0	0	0	0	0	57	79	1	0
06 - 10 YEARS	54	56	2	5	1	0	0	2	0	1	0	0	57	64	0	1
11 - 15 YEARS	32	21	2	2	0	2	1	1	0	1	0	0	35	27	0	1
16 - 20 YEARS	44	36	0	2	0	1	0	1	1	2	0	0	45	42	1	0
21 - 25 YEARS	23	24	1	4	0	0	0	0	0	0	0	0	24	28	2	2
26 - 30 YEARS	16	19	1	4	0	0	1	0	1	0	0	0	19	23	0	3
31 - 35 YEARS	18	10	1	1	0	0	1	0	0	0	0	0	20	11	2	2
36 - 40 YEARS	3	1	0	0	0	0	0	0	1	0	0	0	4	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>244</b>	<b>245</b>	<b>7</b>	<b>20</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>261</b>	<b>276</b>	<b>6</b>	<b>9</b>
MORE THAN 10 YEARS:	136	112	5	13	0	3	3	2	3	3	0	0	147	133	5	8
AVERAGE YEARS	14.0	12.0	17.3	17.2	4.5	13.7	15.8	12.5	27.7	14.3	0.0	0.0	14.2	12.5	22.0	24.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.3</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
00 - 05 YEARS	53	71	10	11	0	0	0	2	0	0	4	2	67	86	1	0
06 - 10 YEARS	19	41	3	7	0	0	0	3	0	2	0	0	22	53	0	0
11 - 15 YEARS	23	27	2	4	0	0	1	0	0	0	0	0	26	31	0	0
16 - 20 YEARS	19	28	0	3	0	0	0	2	1	0	0	0	20	33	0	1
21 - 25 YEARS	23	20	2	4	0	0	0	1	0	0	0	0	25	25	1	1
26 - 30 YEARS	22	20	4	3	0	1	2	1	0	0	0	0	28	25	1	1
31 - 35 YEARS	27	13	0	1	0	0	0	0	0	0	0	0	27	14	1	1
36 - 40 YEARS	10	3	0	0	0	0	0	0	0	0	0	0	10	3	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>196</b>	<b>223</b>	<b>21</b>	<b>33</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>225</b>	<b>270</b>	<b>5</b>	<b>4</b>
MORE THAN 10 YEARS:	124	111	8	15	0	1	3	4	1	0	0	0	136	131	4	4
AVERAGE YEARS	17.1	13.2	11.6	12.1	0.0	29.0	24.0	12.8	20.0	9.0	2.3	1.5	16.5	13.0	24.6	25.3
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.6</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
00 - 05 YEARS	7	19	0	1	0	0	0	0	0	0	0	0	7	20	0	0
06 - 10 YEARS	18	20	1	0	0	0	0	0	0	1	0	0	19	21	0	0
11 - 15 YEARS	9	13	0	3	0	0	0	0	0	0	0	0	9	16	0	0
16 - 20 YEARS	1	13	0	0	0	0	0	0	0	0	0	0	1	13	0	0
21 - 25 YEARS	10	6	2	0	0	0	0	0	0	0	0	0	12	6	0	2
26 - 30 YEARS	7	4	1	0	0	0	0	0	0	0	0	0	8	4	0	1
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>60</b>	<b>75</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>80</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS:	35	36	3	3	0	0	0	0	0	0	0	0	38	39	1	3
AVERAGE YEARS	17.0	11.6	20.5	11.3	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	17.3	11.5	34.0	23.0

**DEPARTMENT AVERAGE YEARS 14.1**

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
00 - 05 YEARS	0	10	1	9	0	0	0	0	0	1	0	0	1	20	0	0
06 - 10 YEARS	6	7	5	9	0	0	0	3	0	0	0	0	11	19	0	0
11 - 15 YEARS	2	2	3	5	0	0	0	1	0	1	0	0	5	9	0	0
16 - 20 YEARS	1	2	1	6	0	0	2	0	0	0	0	0	4	8	0	0
21 - 25 YEARS	1	2	1	2	0	0	0	0	0	0	0	0	2	4	0	0
26 - 30 YEARS	2	3	0	5	0	0	1	0	0	0	0	0	3	8	0	1
31 - 35 YEARS	2	5	0	6	0	0	2	1	1	0	0	0	5	12	0	0
36 - 40 YEARS	0	3	2	2	0	0	0	0	0	0	0	0	2	5	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>14</b>	<b>35</b>	<b>13</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>86</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	8	18	7	26	0	0	5	2	1	1	0	0	21	47	0	1
AVERAGE YEARS	16.7	16.7	14.9	16.3	0.0	0.0	26.6	13.4	35.0	7.5	0.0	0.0	18.1	16.1	0.0	28.0
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.6</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																
00 - 05 YEARS	9	46	4	10	1	0	0	1	1	0	0	0	15	57	0	0
06 - 10 YEARS	10	66	1	8	0	1	0	0	0	3	0	0	11	78	0	1
11 - 15 YEARS	8	38	0	5	0	1	1	0	0	1	0	0	9	45	0	0
16 - 20 YEARS	6	58	0	13	0	2	1	5	0	3	0	0	7	81	0	2
21 - 25 YEARS	7	35	2	18	0	2	1	6	0	1	0	0	10	62	1	4
26 - 30 YEARS	8	45	5	14	1	2	0	2	0	0	1	0	15	63	3	2
31 - 35 YEARS	13	50	3	9	0	0	0	1	0	0	0	0	16	60	2	5
36 - 40 YEARS	3	5	0	1	0	0	1	0	0	0	0	0	4	6	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>65</b>	<b>343</b>	<b>15</b>	<b>78</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>15</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>88</b>	<b>452</b>	<b>6</b>	<b>14</b>
MORE THAN 10 YEARS:	46	231	10	60	1	7	4	14	0	5	1	0	62	317	6	13
AVERAGE YEARS	19.8	17.9	20.1	19.4	15.5	20.9	23.3	21.8	0.0	14.0	30.0	0.0	19.8	18.2	28.7	25.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>18.5</b>														

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# CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
00 - 05 YEARS	223	507	63	115	1	6	13	22	7	16	1	1	308	667	1	2
06 - 10 YEARS	168	368	37	107	3	4	6	10	17	16	0	0	231	505	2	1
11 - 15 YEARS	122	233	21	52	3	2	8	3	6	17	0	0	160	307	4	7
16 - 20 YEARS	86	198	29	66	0	2	4	7	5	14	0	0	124	287	7	20
21 - 25 YEARS	105	188	29	78	1	3	5	14	8	11	0	0	148	294	19	15
26 - 30 YEARS	167	246	67	96	2	5	7	9	5	9	0	0	248	365	16	23
31 - 35 YEARS	119	181	18	19	1	2	1	4	4	0	0	0	143	206	8	13
36 - 40 YEARS	18	28	4	2	0	0	1	1	0	0	0	0	23	31	2	1
MORE THAN 40 YEARS	0	3	0	1	0	0	0	0	0	0	0	0	0	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,008</b>	<b>1,952</b>	<b>268</b>	<b>536</b>	<b>11</b>	<b>24</b>	<b>45</b>	<b>70</b>	<b>52</b>	<b>83</b>	<b>1</b>	<b>1</b>	<b>1,385</b>	<b>2,666</b>	<b>59</b>	<b>82</b>
MORE THAN 10 YEARS:	617	1,077	168	314	7	14	26	38	28	51	0	0	846	1,494	56	79
AVERAGE YEARS	16.7	14.9	16.9	15.5	16.2	16.1	14.4	14.7	14.8	14.0	0.0	0.0	16.5	15.0	24.3	23.6
<b>DEPARTMENT AVERAGE YEARS</b>		<b>15.5</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
00 - 05 YEARS	1,114	804	202	321	36	13	50	34	9	12	24	15	1,435	1,199	3	4
06 - 10 YEARS	2,247	899	256	310	46	17	51	33	13	4	0	0	2,613	1,263	5	2
11 - 15 YEARS	1,928	754	222	249	63	14	64	26	9	3	0	0	2,286	1,046	14	13
16 - 20 YEARS	1,849	563	167	160	57	14	41	18	6	3	0	0	2,120	758	72	30
21 - 25 YEARS	1,514	383	258	229	32	10	27	5	3	2	0	0	1,834	629	113	30
26 - 30 YEARS	288	164	44	47	5	2	2	6	0	0	0	0	339	219	28	16
31 - 35 YEARS	143	85	25	32	3	0	1	0	0	0	0	0	172	117	18	4
36 - 40 YEARS	15	10	1	1	0	0	1	0	0	0	0	0	17	11	1	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,098</b>	<b>3,663</b>	<b>1,175</b>	<b>1,350</b>	<b>242</b>	<b>70</b>	<b>237</b>	<b>122</b>	<b>40</b>	<b>24</b>	<b>24</b>	<b>15</b>	<b>10,816</b>	<b>5,244</b>	<b>254</b>	<b>99</b>
MORE THAN 10 YEARS:	5,737	1,960	717	719	160	40	136	55	18	8	0	0	6,768	2,782	246	93
AVERAGE YEARS	13.9	12.3	13.8	12.6	13.6	12.8	11.9	10.5	10.4	8.4	0.8	0.7	13.8	12.3	21.6	20.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.3</b>															

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
00 - 05 YEARS	51	82	3	8	0	0	0	2	0	1	0	0	54	93	0	0
06 - 10 YEARS	16	45	2	1	0	0	0	1	0	0	0	0	18	47	0	0
11 - 15 YEARS	3	27	0	1	0	0	0	0	0	0	0	0	3	28	0	0
16 - 20 YEARS	3	21	0	1	0	0	0	1	0	0	0	0	3	23	0	1
21 - 25 YEARS	2	25	1	3	0	0	1	1	0	1	0	0	4	30	0	1
26 - 30 YEARS	6	23	1	1	0	1	0	1	0	0	0	0	7	26	2	1
31 - 35 YEARS	9	31	0	2	0	0	0	0	0	0	0	0	9	33	0	3
36 - 40 YEARS	0	6	0	1	0	0	0	0	0	0	0	0	0	7	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>90</b>	<b>260</b>	<b>7</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>98</b>	<b>287</b>	<b>2</b>	<b>6</b>
MORE THAN 10 YEARS:	23	133	2	9	0	1	1	3	0	1	0	0	26	147	2	6
AVERAGE YEARS	9.6	14.7	11.0	14.3	0.0	28.0	23.0	14.0	0.0	11.0	0.0	0.0	9.8	14.7	29.5	29.7
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.4</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
00 - 05 YEARS	113	112	5	2	1	0	2	2	0	2	0	0	121	118	0	0
06 - 10 YEARS	121	117	6	4	0	0	1	1	3	4	0	0	131	126	0	0
11 - 15 YEARS	66	56	1	3	0	0	0	1	7	4	0	0	74	64	0	2
16 - 20 YEARS	165	115	5	11	0	0	4	2	3	3	0	0	177	131	6	2
21 - 25 YEARS	59	69	6	10	1	2	2	1	5	1	0	0	73	83	0	3
26 - 30 YEARS	85	54	4	4	1	0	0	1	2	1	0	0	92	60	6	4
31 - 35 YEARS	56	23	0	4	0	0	1	0	1	0	0	0	58	27	4	2
36 - 40 YEARS	16	8	0	0	0	0	1	0	0	0	0	0	17	8	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>681</b>	<b>554</b>	<b>27</b>	<b>38</b>	<b>3</b>	<b>2</b>	<b>11</b>	<b>8</b>	<b>21</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>743</b>	<b>617</b>	<b>16</b>	<b>13</b>
MORE THAN 10 YEARS:	447	325	16	32	2	2	8	5	18	9	0	0	491	373	16	13
AVERAGE YEARS	16.7	14.9	14.9	19.6	19.0	22.5	18.2	14.9	18.1	13.4	0.0	0.0	16.7	15.1	25.3	23.2
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.0</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
00 - 05 YEARS	11	18	0	4	0	0	0	3	0	0	0	1	11	26	0	0
06 - 10 YEARS	4	2	0	3	0	0	0	0	0	0	0	0	4	5	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>15</b>	<b>23</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>15</b>	<b>34</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS:	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	3.3	6.1	0.0	3.7	0.0	0.0	0.0	2.3	0.0	0.0	0.0	1.0	3.3	5.1	0.0	39.0

**DEPARTMENT AVERAGE YEARS 4.6**

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
00 - 05 YEARS	43	54	1	2	0	1	1	1	0	0	1	1	46	59	0	0
06 - 10 YEARS	21	29	1	0	2	0	0	0	0	0	0	0	24	29	1	1
11 - 15 YEARS	9	11	0	0	0	0	0	0	0	1	0	0	9	12	1	0
16 - 20 YEARS	8	14	1	0	1	0	0	1	0	0	0	0	10	15	2	1
21 - 25 YEARS	5	8	1	1	0	0	0	0	0	0	0	0	6	9	1	0
26 - 30 YEARS	8	9	0	3	0	0	0	1	0	0	0	0	8	13	2	1
31 - 35 YEARS	8	11	0	0	0	0	1	0	0	0	0	0	9	11	0	0
36 - 40 YEARS	2	1	0	0	1	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>104</b>	<b>137</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>115</b>	<b>149</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS:	40	54	2	4	2	0	1	2	0	1	0	0	45	61	7	2
AVERAGE YEARS	11.3	11.2	13.8	19.5	19.0	0.0	19.0	16.0	0.0	12.0	0.0	0.0	11.7	11.5	21.6	19.7
<b>DEPARTMENT AVERAGE YEARS</b>		<b>11.5</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
00 - 05 YEARS	212	922	73	535	0	7	15	77	3	7	0	7	303	1,555	0	6
06 - 10 YEARS	237	1,005	80	691	2	9	18	66	4	11	0	0	341	1,782	0	11
11 - 15 YEARS	191	590	79	295	2	8	12	54	3	7	0	0	287	954	4	19
16 - 20 YEARS	160	483	56	293	1	11	22	51	3	12	0	0	242	850	21	45
21 - 25 YEARS	110	309	39	175	2	2	10	31	3	2	0	0	164	519	10	26
26 - 30 YEARS	237	730	57	432	2	12	7	26	4	5	0	1	307	1,206	28	89
31 - 35 YEARS	206	488	26	269	1	2	3	7	1	1	0	0	237	767	19	45
36 - 40 YEARS	55	87	9	54	1	0	0	2	1	0	0	0	66	143	8	7
MORE THAN 40 YEARS	3	3	0	2	0	0	1	0	0	0	0	0	4	5	1	1
<b>DEPARTMENT TOTAL</b>	<b>1,411</b>	<b>4,617</b>	<b>419</b>	<b>2,746</b>	<b>11</b>	<b>51</b>	<b>88</b>	<b>314</b>	<b>22</b>	<b>45</b>	<b>0</b>	<b>8</b>	<b>1,951</b>	<b>7,781</b>	<b>91</b>	<b>249</b>
MORE THAN 10 YEARS:	962	2,690	266	1,520	9	35	55	171	15	27	0	1	1,307	4,444	91	232
AVERAGE YEARS	18.3	15.9	15.6	15.6	21.1	16.4	14.8	12.9	17.8	14.0	0.0	3.9	17.6	15.7	26.5	24.2
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.0</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
00 - 05 YEARS	183	75	10	7	0	0	2	1	35	31	16	8	246	122	0	0
06 - 10 YEARS	233	99	9	13	2	0	4	2	19	6	0	0	267	120	5	0
11 - 15 YEARS	145	50	7	5	0	1	6	2	6	3	0	0	164	61	0	2
16 - 20 YEARS	93	88	15	10	1	0	2	4	4	4	0	0	115	106	8	8
21 - 25 YEARS	57	66	11	19	0	1	2	2	6	5	0	0	76	93	8	3
26 - 30 YEARS	70	69	11	17	0	0	3	4	2	4	0	0	86	94	10	1
31 - 35 YEARS	63	54	3	5	0	0	1	4	0	1	0	0	67	64	2	3
36 - 40 YEARS	19	9	2	0	0	0	1	1	0	0	0	0	22	10	3	1
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>864</b>	<b>511</b>	<b>68</b>	<b>76</b>	<b>3</b>	<b>2</b>	<b>21</b>	<b>20</b>	<b>72</b>	<b>54</b>	<b>16</b>	<b>8</b>	<b>1,044</b>	<b>671</b>	<b>36</b>	<b>18</b>
MORE THAN 10 YEARS:	448	337	49	56	1	2	15	17	18	17	0	0	531	429	31	18
AVERAGE YEARS	14.0	17.4	17.8	19.1	11.3	17.5	16.7	22.1	8.8	9.0	0.3	0.6	13.7	16.9	23.4	23.1
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.9</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC GROWTH</b>																
00 - 05 YEARS	280	446	61	246	2	3	9	15	5	7	2	1	359	718	4	8
06 - 10 YEARS	181	300	46	147	1	4	12	18	2	10	0	1	242	480	8	4
11 - 15 YEARS	116	167	19	65	1	1	2	6	2	5	0	0	140	244	7	5
16 - 20 YEARS	127	177	30	75	0	1	3	12	2	6	0	0	162	271	22	25
21 - 25 YEARS	98	143	26	66	2	5	9	11	4	2	0	0	139	227	10	11
26 - 30 YEARS	98	195	36	84	0	4	6	10	0	3	0	0	140	296	23	31
31 - 35 YEARS	100	162	18	65	1	1	2	2	2	2	0	0	123	232	17	20
36 - 40 YEARS	22	30	2	16	0	0	0	2	0	0	0	0	24	48	5	6
MORE THAN 40 YEARS	5	1	1	2	0	0	0	1	0	0	0	0	6	4	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,027</b>	<b>1,621</b>	<b>239</b>	<b>766</b>	<b>7</b>	<b>19</b>	<b>43</b>	<b>77</b>	<b>17</b>	<b>35</b>	<b>2</b>	<b>2</b>	<b>1,335</b>	<b>2,520</b>	<b>96</b>	<b>110</b>
MORE THAN 10 YEARS:	566	875	132	373	4	12	22	44	10	18	0	0	734	1,322	84	98
AVERAGE YEARS	15.0	14.9	15.2	14.1	15.1	17.3	14.6	15.4	14.7	13.4	2.5	4.5	15.0	14.6	23.0	23.4
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.8</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
00 - 05 YEARS	94	68	3	7	0	1	2	3	0	0	1	2	100	81	1	0
06 - 10 YEARS	111	93	7	4	0	1	3	2	1	1	0	0	122	101	0	0
11 - 15 YEARS	57	55	4	7	0	0	0	1	0	0	0	0	61	63	1	1
16 - 20 YEARS	55	33	9	2	0	0	5	3	4	1	0	0	73	39	2	1
21 - 25 YEARS	29	31	5	3	0	0	0	1	3	0	0	0	37	35	4	2
26 - 30 YEARS	60	45	10	4	0	0	4	1	0	1	0	0	74	51	6	3
31 - 35 YEARS	64	29	6	3	2	1	7	1	0	0	0	0	79	34	5	1
36 - 40 YEARS	15	9	0	0	0	0	3	1	0	0	0	0	18	10	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>485</b>	<b>363</b>	<b>44</b>	<b>30</b>	<b>2</b>	<b>3</b>	<b>24</b>	<b>13</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>564</b>	<b>414</b>	<b>21</b>	<b>8</b>
MORE THAN 10 YEARS:	280	202	34	19	2	1	19	8	7	2	0	0	342	232	20	8
AVERAGE YEARS	16.3	15.0	19.7	15.5	34.5	15.3	23.8	16.2	18.6	18.7	0.0	4.5	17.0	15.0	26.6	23.6
<b>DEPARTMENT AVERAGE YEARS</b>		<b>16.1</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
00 - 05 YEARS	114	110	8	39	0	0	3	4	0	1	1	1	126	155	0	1
06 - 10 YEARS	66	84	7	39	1	0	3	3	1	4	1	0	79	130	0	0
11 - 15 YEARS	51	60	2	22	0	1	3	2	0	0	0	0	56	85	2	1
16 - 20 YEARS	51	47	3	11	0	0	4	1	0	1	0	0	58	60	2	0
21 - 25 YEARS	33	49	3	7	2	2	0	1	0	0	0	0	38	59	6	3
26 - 30 YEARS	21	38	2	4	1	0	1	2	0	0	0	0	25	44	2	1
31 - 35 YEARS	17	17	1	4	1	0	0	0	0	0	0	0	19	21	1	2
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>359</b>	<b>406</b>	<b>26</b>	<b>126</b>	<b>5</b>	<b>3</b>	<b>14</b>	<b>13</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>407</b>	<b>555</b>	<b>14</b>	<b>8</b>
MORE THAN 10 YEARS:	179	212	11	48	4	3	8	6	0	1	0	0	202	270	14	7
AVERAGE YEARS	12.5	13.1	12.6	10.0	23.2	19.0	12.1	11.3	8.0	9.3	3.0	0.0	12.6	12.3	23.4	22.6
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.4</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
00 - 05 YEARS	980	720	27	11	6	4	20	2	4	0	18	8	1,055	745	11	4
06 - 10 YEARS	236	96	1	1	2	0	2	1	2	1	0	0	243	99	0	1
11 - 15 YEARS	182	69	6	4	1	1	3	0	3	0	0	0	195	74	0	0
16 - 20 YEARS	139	68	5	6	4	1	2	4	0	0	0	0	150	79	3	3
21 - 25 YEARS	106	54	6	1	3	1	2	2	0	0	0	0	117	58	6	3
26 - 30 YEARS	76	40	2	3	2	0	0	1	1	1	0	0	81	45	4	0
31 - 35 YEARS	82	16	0	1	3	1	0	0	0	0	0	0	85	18	2	2
36 - 40 YEARS	24	2	0	0	0	0	0	0	0	0	0	0	24	2	1	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,830</b>	<b>1,066</b>	<b>47</b>	<b>27</b>	<b>21</b>	<b>8</b>	<b>29</b>	<b>10</b>	<b>10</b>	<b>2</b>	<b>18</b>	<b>8</b>	<b>1,955</b>	<b>1,121</b>	<b>28</b>	<b>13</b>
MORE THAN 10 YEARS:	614	250	19	15	13	4	7	7	4	1	0	0	657	277	17	8
AVERAGE YEARS	8.6	5.8	7.8	11.5	15.4	10.8	4.9	16.0	8.4	19.5	0.4	0.0	8.5	6.1	16.4	15.4
<b>DEPARTMENT AVERAGE YEARS 7.6</b>																

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
00 - 05 YEARS	34	222	9	63	0	1	1	7	0	2	2	4	46	299	0	0
06 - 10 YEARS	50	205	3	46	1	2	4	13	1	2	0	0	59	268	1	3
11 - 15 YEARS	18	107	4	33	0	5	0	5	1	2	0	0	23	152	0	3
16 - 20 YEARS	31	132	4	59	1	1	1	14	2	1	0	0	39	207	2	28
21 - 25 YEARS	20	110	9	46	1	2	1	6	1	5	0	0	32	169	3	16
26 - 30 YEARS	31	109	7	38	0	1	0	9	0	3	0	0	38	160	3	7
31 - 35 YEARS	34	67	2	7	0	0	2	3	0	0	0	0	38	77	4	5
36 - 40 YEARS	3	15	0	1	0	0	0	0	0	0	0	0	3	16	0	0
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	2
<b>DEPARTMENT TOTAL</b>	<b>221</b>	<b>974</b>	<b>38</b>	<b>294</b>	<b>3</b>	<b>12</b>	<b>9</b>	<b>57</b>	<b>5</b>	<b>15</b>	<b>2</b>	<b>4</b>	<b>278</b>	<b>1,356</b>	<b>13</b>	<b>64</b>
MORE THAN 10 YEARS:	137	547	26	185	2	9	4	37	4	11	0	0	173	789	12	61
AVERAGE YEARS	17.4	14.9	17.3	14.9	16.0	14.9	15.1	16.1	15.8	17.1	1.0	1.5	17.2	14.9	25.3	21.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.3</b>															

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
00 - 05 YEARS	140	101	2	4	0	1	6	4	0	0	0	0	148	110	0	0
06 - 10 YEARS	443	141	10	12	2	1	6	3	1	0	0	0	462	157	0	0
11 - 15 YEARS	451	102	38	5	16	0	13	0	4	1	0	0	522	108	3	0
16 - 20 YEARS	231	85	37	7	4	0	11	2	2	2	0	0	285	96	1	2
21 - 25 YEARS	200	98	36	15	7	0	15	2	0	0	0	0	258	115	4	4
26 - 30 YEARS	112	33	20	6	0	2	3	5	0	1	0	0	135	47	1	3
31 - 35 YEARS	46	42	3	5	1	0	2	0	0	0	0	0	52	47	0	1
36 - 40 YEARS	15	6	3	0	0	0	1	0	0	0	0	0	19	6	1	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,641</b>	<b>609</b>	<b>149</b>	<b>54</b>	<b>30</b>	<b>4</b>	<b>57</b>	<b>16</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,884</b>	<b>687</b>	<b>10</b>	<b>10</b>
MORE THAN 10 YEARS:	1,058	367	137	38	28	2	45	9	6	4	0	0	1,274	420	10	10
AVERAGE YEARS	15.0	15.0	19.3	18.1	16.4	17.3	16.9	15.9	14.0	19.5	0.0	0.0	15.4	15.3	21.9	23.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.4</b>															

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STRATEGIC FUND</b>																
00 - 05 YEARS	33	50	0	3	0	1	1	0	0	0	0	0	34	54	1	0
06 - 10 YEARS	8	16	1	4	0	0	1	0	1	1	0	0	11	21	1	1
11 - 15 YEARS	11	12	0	2	0	1	0	0	0	0	0	0	11	15	0	1
16 - 20 YEARS	4	8	0	2	1	0	0	0	0	0	0	0	5	10	0	1
21 - 25 YEARS	9	10	2	1	0	0	2	1	2	1	0	0	15	13	1	2
26 - 30 YEARS	8	17	0	2	0	0	0	0	0	0	0	0	8	19	2	2
31 - 35 YEARS	6	8	0	5	0	0	0	0	0	0	0	0	6	13	1	1
36 - 40 YEARS	0	2	1	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>79</b>	<b>123</b>	<b>4</b>	<b>19</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>91</b>	<b>147</b>	<b>6</b>	<b>8</b>
MORE THAN 10 YEARS:	38	57	3	12	1	1	2	1	2	1	0	0	46	72	4	7
AVERAGE YEARS	11.8	12.2	23.0	18.1	20.0	6.5	12.5	22.0	17.3	16.0	0.0	0.0	12.6	13.0	20.0	21.6
<b>DEPARTMENT AVERAGE YEARS</b>		<b>12.8</b>														

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# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
00 - 05 YEARS	695	226	35	24	9	2	9	7	11	9	1	0	760	268	1	0
06 - 10 YEARS	435	140	22	14	2	2	5	2	9	4	0	0	473	162	1	1
11 - 15 YEARS	185	76	11	5	7	3	3	0	2	2	0	0	208	86	2	1
16 - 20 YEARS	297	115	24	13	2	2	6	2	4	2	0	0	333	134	14	7
21 - 25 YEARS	185	77	26	17	5	1	13	2	4	0	0	0	233	97	13	8
26 - 30 YEARS	100	77	18	10	5	0	9	2	3	0	0	0	135	89	11	8
31 - 35 YEARS	108	47	13	11	6	0	7	1	1	0	0	0	135	59	12	6
36 - 40 YEARS	39	9	1	2	0	0	1	0	3	0	0	0	44	11	5	2
MORE THAN 40 YEARS	12	1	0	0	0	0	0	0	3	0	0	0	15	1	3	0
<b>DEPARTMENT TOTAL</b>	<b>2,056</b>	<b>768</b>	<b>150</b>	<b>96</b>	<b>36</b>	<b>10</b>	<b>53</b>	<b>16</b>	<b>40</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>2,336</b>	<b>907</b>	<b>62</b>	<b>33</b>
MORE THAN 10 YEARS:	926	402	93	58	25	6	39	7	20	4	0	0	1,103	477	60	32
AVERAGE YEARS	12.2	13.7	16.0	16.3	17.1	11.7	19.2	12.4	16.4	7.7	0.0	0.0	12.8	13.8	26.1	25.2
<b>DEPARTMENT AVERAGE YEARS</b>		<b>13.1</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

# **CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
00 - 05 YEARS	121	234	20	58	1	2	1	8	5	10	5	7	153	319	1	1
06 - 10 YEARS	75	125	8	22	0	0	3	4	5	4	0	0	91	155	0	0
11 - 15 YEARS	64	91	6	18	0	1	1	1	0	1	0	0	71	112	5	1
16 - 20 YEARS	29	56	9	23	0	1	3	10	4	0	0	0	45	90	2	6
21 - 25 YEARS	29	66	18	20	0	0	2	10	4	1	0	0	53	97	6	3
26 - 30 YEARS	22	99	7	34	1	1	3	5	0	0	0	0	33	139	4	10
31 - 35 YEARS	42	58	6	10	0	1	2	1	0	1	0	0	50	71	6	6
36 - 40 YEARS	13	18	1	1	0	1	1	0	0	0	0	0	15	20	3	0
MORE THAN 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	3	2	1	1
<b>DEPARTMENT TOTAL</b>	<b>398</b>	<b>749</b>	<b>75</b>	<b>186</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>39</b>	<b>18</b>	<b>17</b>	<b>5</b>	<b>7</b>	<b>514</b>	<b>1,005</b>	<b>28</b>	<b>28</b>
MORE THAN 10 YEARS:	202	390	47	106	1	5	12	27	8	3	0	0	270	531	27	27
AVERAGE YEARS	14.2	14.5	16.0	15.1	15.5	19.1	20.4	16.6	12.7	7.3	0.2	0.3	14.5	14.5	25.8	25.7
<b>DEPARTMENT AVERAGE YEARS</b>		<b>14.5</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 14 JUNE 28, 2008**

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,564	4,974	537	1,482	58	42	137	195	80	99	76	58	5,452	6,850	25	26
06- 10 YEARS	4,759	3,954	508	1,447	65	41	119	167	79	75	1	1	5,531	5,685	24	27
11- 15 YEARS	3,673	2,561	427	785	93	41	118	103	43	49	0	0	4,354	3,539	43	57
16- 20 YEARS	3,399	2,341	395	763	72	36	111	140	41	54	0	0	4,018	3,334	165	183
21- 25 YEARS	2,625	1,773	484	719	56	31	92	97	43	32	0	0	3,300	2,652	208	139
26- 30 YEARS	1,444	2,040	297	811	20	31	49	86	18	28	1	1	1,829	2,997	152	208
31- 35 YEARS	1,168	1,397	125	459	19	8	33	25	10	5	0	0	1,355	1,894	105	122
36- 40 YEARS	281	254	26	81	2	1	11	7	5	0	0	0	325	343	34	18
MORE THAN 40 YEARS	33	23	1	7	0	0	1	1	3	0	0	0	38	31	6	4
<b>STATEWIDE TOTAL</b>	<b>21,946</b>	<b>19,317</b>	<b>2,800</b>	<b>6,554</b>	<b>385</b>	<b>231</b>	<b>671</b>	<b>821</b>	<b>322</b>	<b>342</b>	<b>78</b>	<b>60</b>	<b>26,202</b>	<b>27,325</b>	<b>762</b>	<b>784</b>
MORE THAN 10 YEARS	12,623	10,389	1,755	3,625	262	148	415	459	163	168	1	1	15,219	14,790	713	731
AVERAGE YEARS	14.0	14.0	15.1	14.8	14.9	15.1	14.6	13.9	13.5	12.2	1.1	1.3	14.1	14.2	23.4	23.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.2</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.



Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Third Quarter of FY 2008**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<b>INVOLUNTARY SEPARATIONS</b>		
Death	14	1.5%
Dismissal	85	9.2%
Expired Appointment	33	3.6%
<b>Total Involuntary Separations</b>	<b>132</b>	<b>14.3%</b>
<b>VOLUNTARY SEPARATIONS</b>		
Resigned Classified Employment	197	21.4%
Layoff/Leave of Absence Rights Expired	21	2.3%
Waived Rights Leave of Absence	59	6.4%
Settlement	2	0.2%
<b>Total Voluntary Separations</b>	<b>279</b>	<b>30.3%</b>
<b>RETIREMENT</b>		
Retirement	470	51.1%
Disability Retirement	11	1.2%
Deferred Retirement	15	1.6%
<b>Total Retirements</b>	<b>496</b>	<b>53.9%</b>
<b>UNDEFINED SEPARATIONS</b>		
Undefined Separations	13	1.4%
<b>TOTAL SEPARATIONS</b>	<b>920</b>	<b>100.0%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 97% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PERIOD FROM: 3/23/2008 TO: 6/28/2008

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	HIRES	NON-CAREER	RETURNS FROM		TOTAL	SEASONAL	RIF	MED	UNDEFINED	NET		
	CAREER HIRES	CAREER HIRES	WAIVED	RIGHTS LEAVES	APPOINTMENTS						LAYOFFS	LAYOFFS
AGRICULTURE	7	12	2	0	21	7	0	0	0	0	7	14
ATTORNEY GENERAL	14	0	0	0	14	15	0	0	1	0	16	-2
AUDITOR GENERAL	2	3	0	0	5	3	0	0	0	0	3	2
CIVIL RIGHTS	1	3	0	0	4	4	0	0	0	0	4	0
CIVIL SERVICE COMMISSION	2	3	1	0	6	11	0	0	0	0	11	-5
COMMUNITY HEALTH	101	19	5	2	127	97	0	0	5	0	102	25
CORRECTIONS	477	20	5	2	504	297	0	1	6	0	304	200
EDUCATION	7	1	0	0	8	10	0	0	0	0	10	-2
ENVIRONMENTAL QUALITY	2	7	0	0	9	18	0	0	0	0	18	-9
EXECUTIVE OFFICE	3	0	0	0	3	0	0	0	0	0	0	3
HISTORY ARTS AND LIBRARIES	2	42	7	0	51	1	0	0	0	0	1	50
HUMAN SERVICES	427	2	19	0	448	171	0	36	9	0	216	232
INFORMATION TECHNOLOGY	15	27	0	0	42	22	0	0	1	0	23	19
LABOR & ECONOMIC GROWTH	47	44	1	0	92	76	0	0	3	0	79	13
MANAGEMENT & BUDGET	11	8	0	0	19	11	0	0	0	0	11	8
MILITARY AFFAIRS	18	34	3	0	55	35	0	0	1	0	36	19
NATURAL RESOURCES	40	1,413	134	0	1,587	22	3	0	1	2	28	1,559
STATE	1	40	0	0	41	37	0	0	0	0	37	4
STATE POLICE	11	3	0	0	14	17	0	0	1	2	20	-6
STRATEGIC FUND	3	13	0	0	16	5	0	0	0	0	5	11
TRANSPORTATION	46	293	8	0	347	43	0	0	0	0	43	304
TREASURY	12	9	1	0	22	41	0	0	0	0	41	-19
STATEWIDE TOTALS:	1,249	1,996	186	4	3,435	943	3	37	28	4	1,015	2,420

This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights, departure, and retirement for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

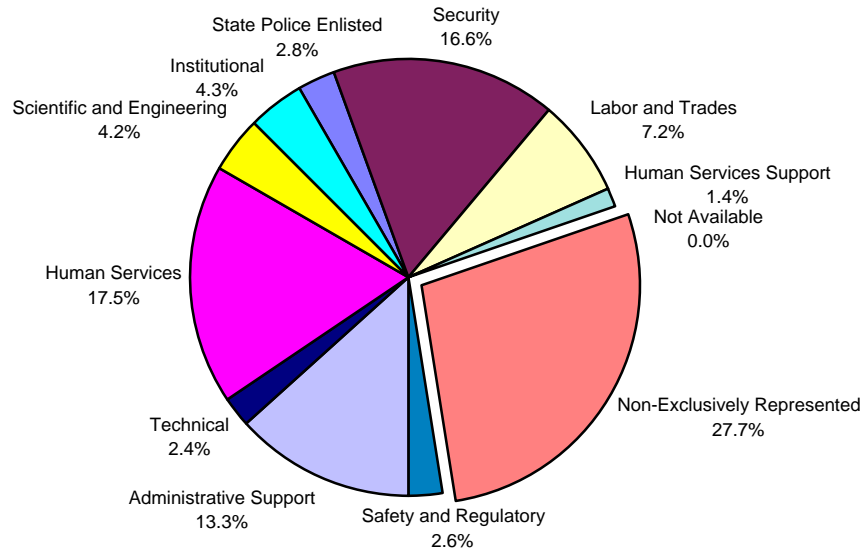
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### **BARGAINING UNIT CHARACTERISTICS**

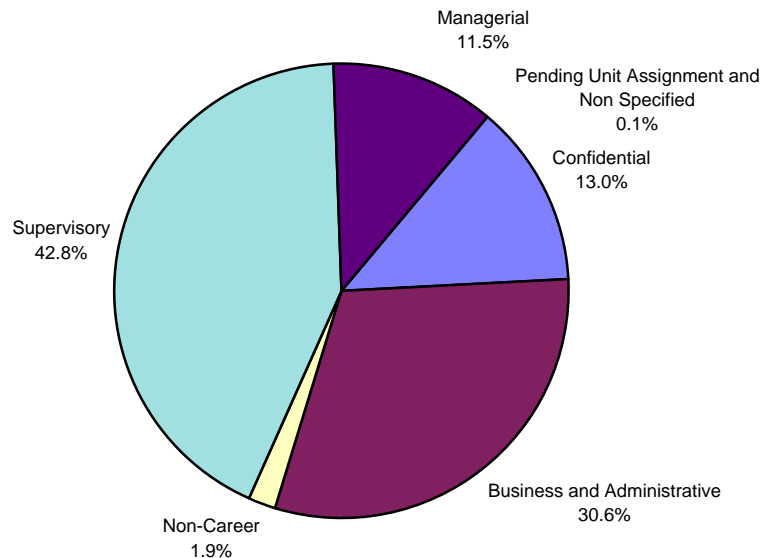
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Pay Period Ending June 28, 2008**

Graph 5-1

**Exclusively and Non-Exclusively Represented  
53,527 Employees**



**Non-Exclusively Represented  
14,834 Employees**



Source: MAIN MIDB Civil Service HWF 44

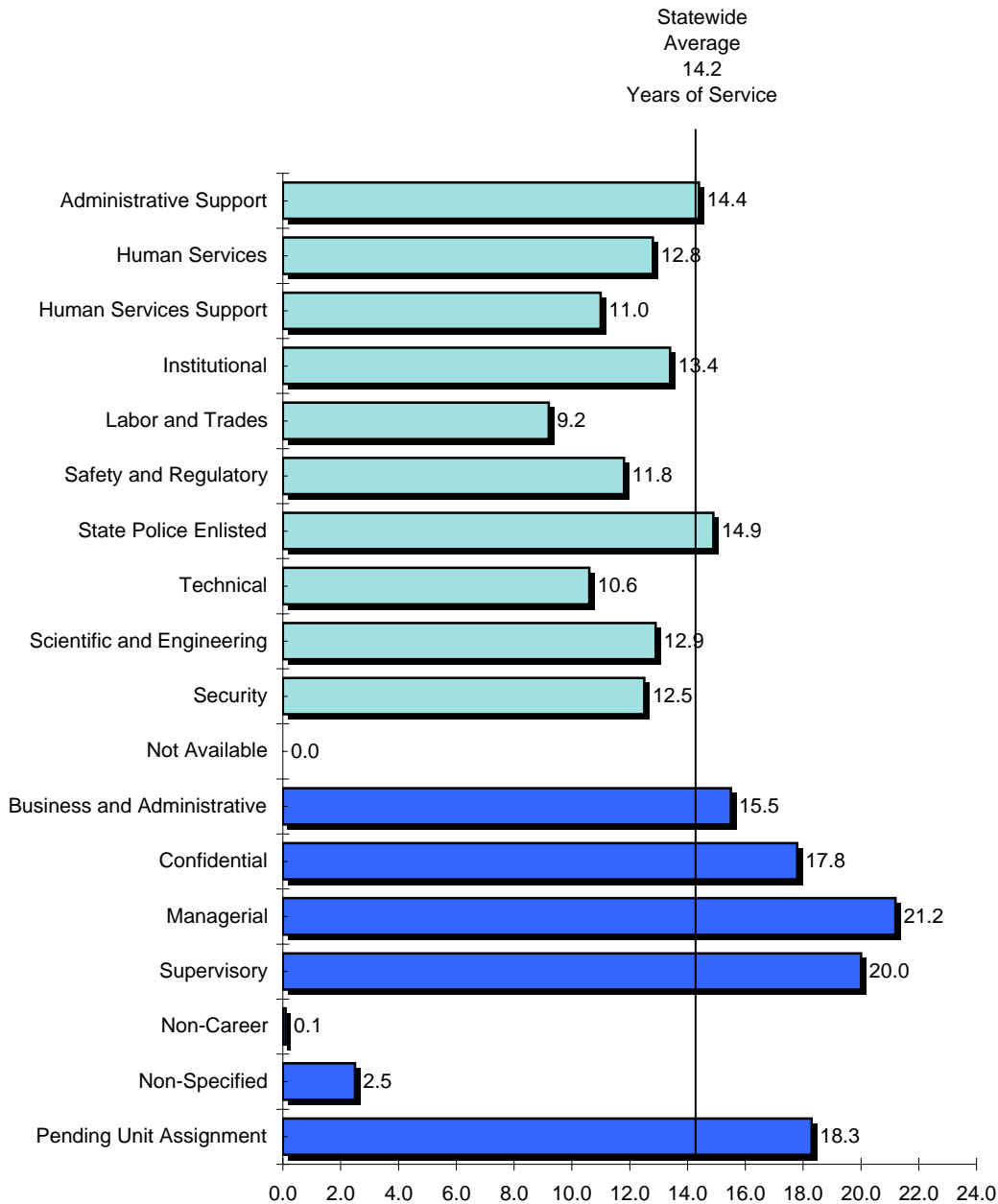
# EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT

PAY PERIOD ENDING June 28, 2008

UNION CODE/UNIT NAME		TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
		EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,397	1,224	87.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31	LABOR AND TRADES	3,840	3,618	94.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12	SECURITY	8,898	1	0.0	0	0.0	8,566	96.3	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
E42	HUMAN SERVICES SUPPORT	755	0	0.0	1	0.1	0	0.0	725	96.0	0	0.0	0	0.0	0	0.0	0	0.0
H21	SCIENTIFIC & ENGINEERING	2,223	0	0.0	0	0.0	0	0.0	0	0.0	2,143	96.4	0	0.0	0	0.0	0	0.0
L32	TECHNICAL	1,287	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	1,228	95.4	0	0.0	0	0.0
N/A	UNAVAILABLE	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01	STATE POLICE ENLISTED	1,508	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,501	99.5	0	0.0
U11	INSTITUTIONAL	2,291	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,234	97.5
W22	HUMAN SERVICES	9,391	1	0.0	8,879	94.5	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41	ADMINISTRATIVE SUPPORT	7,101	3	0.0	6,508	91.6	2	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00	NON-SPECIFIED	12	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23	BUSINESS & ADMINISTRATION	4,544	0	0.0	7	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50	PENDING UNIT ASSIGNMENT	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51	SUPERVISORY	6,354	0	0.0	10	0.2	1	0.0	0	0.0	4	0.1	0	0.0	1	0.0	0	0.0
Y52	NONCAREER	278	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0
Y98	MANAGERIAL	1,708	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99	CONFIDENTIAL	1,935	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL		38,693	4,847	12.5	15,389	39.8	8,568	22.1	730	1.9	2,144	5.5	1,228	3.2	1,501	3.9	2,235	5.8
NON-EXCLUSIVELY REPRESENTED TOTAL		14,834	1	0.0	18	0.1	1	0.0	0	0.0	5	0.0	1	0.0	1	0.0	0	0.0
STATEWIDE TOTAL		53,527	4,848	9.1	15,407	28.8	8,569	16.0	730	1.4	2,149	4.0	1,229	2.3	1,502	2.8	2,236	4.2

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only paying membership dues to exclusive representative organizations only. The number and percentage under each union represents those paying member fees.

**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**As of Pay Period Ending June 28, 2008**



Exclusively Represented Units

Non-Exclusively Represented Units

**Note:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, or county employment.

**Source:** MAIN MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	269	102	11	7	1	2	6	0	2	0	3	0	292	111	1	0
06 - 10 YEARS	237	61	15	17	4	2	7	2	2	0	0	0	265	82	0	0
11 - 15 YEARS	149	26	6	14	2	1	3	1	2	0	0	0	162	42	0	0
16 - 20 YEARS	118	28	12	22	3	1	2	1	1	0	0	0	136	52	5	3
21 - 25 YEARS	65	26	14	15	2	0	5	2	1	0	0	0	87	43	2	0
26 - 30 YEARS	42	15	5	13	0	0	3	1	0	0	0	0	50	29	4	0
31 - 35 YEARS	18	8	3	7	2	0	0	0	0	0	0	0	23	15	1	1
36 - 40 YEARS	6	1	0	1	0	0	0	0	0	0	0	0	6	2	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>904</b>	<b>267</b>	<b>66</b>	<b>96</b>	<b>14</b>	<b>6</b>	<b>26</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1,021</b>	<b>376</b>	<b>14</b>	<b>5</b>
MORE THAN 10 YEARS:	398	104	40	72	9	2	13	5	4	0	0	0	464	183	13	5
AVERAGE YEARS	11.1	10.7	15.3	17.9	16.3	9.3	12.8	16.6	10.5	0.0	2.7	0.0	11.5	12.6	23.4	24.8
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>11.8</b>														



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,172	590	49	8	13	6	26	2	2	0	16	7	1,278	613	8	4
06 - 10 YEARS	505	39	31	3	10	0	9	0	0	1	0	0	555	43	1	0
11 - 15 YEARS	271	28	15	2	9	1	5	1	0	0	0	0	300	32	8	1
16 - 20 YEARS	275	28	35	4	3	0	12	1	1	0	0	0	326	33	20	1
21 - 25 YEARS	206	20	23	3	5	0	7	1	2	0	0	0	243	24	25	1
26 - 30 YEARS	149	19	17	3	3	0	8	2	0	0	0	0	177	24	18	1
31 - 35 YEARS	131	12	6	3	5	0	9	1	0	0	0	0	151	16	7	2
36 - 40 YEARS	20	1	1	0	0	0	2	0	0	0	0	0	23	1	3	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,730</b>	<b>737</b>	<b>177</b>	<b>26</b>	<b>48</b>	<b>7</b>	<b>78</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>16</b>	<b>7</b>	<b>3,054</b>	<b>786</b>	<b>90</b>	<b>11</b>
MORE THAN 10 YEARS:	1,053	108	97	15	25	1	43	6	3	0	0	0	1,221	130	81	7
AVERAGE YEARS	10.2	3.6	13.7	15.3	13.2	1.6	14.6	19.1	12.0	9.0	0.0	0.0	10.5	4.1	21.0	16.8
<b>BARGAINING UNIT AVERAGE YEARS 9.2</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	785	279	146	172	36	6	42	21	6	5	22	10	1,037	493	1	2
06 - 10 YEARS	1,657	289	184	142	36	7	43	17	6	0	0	0	1,926	455	3	1
11 - 15 YEARS	1,267	263	128	106	48	6	51	5	3	0	0	0	1,497	380	4	4
16 - 20 YEARS	1,228	162	87	63	41	6	31	6	3	0	0	0	1,390	237	39	9
21 - 25 YEARS	905	91	149	93	19	3	15	1	1	0	0	0	1,089	188	45	11
26 - 30 YEARS	113	17	21	7	2	0	2	1	0	0	0	0	138	25	3	1
31 - 35 YEARS	26	4	9	1	0	0	0	0	0	0	0	0	35	5	1	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,982</b>	<b>1,106</b>	<b>725</b>	<b>584</b>	<b>182</b>	<b>28</b>	<b>184</b>	<b>51</b>	<b>19</b>	<b>5</b>	<b>22</b>	<b>10</b>	<b>7,114</b>	<b>1,784</b>	<b>96</b>	<b>28</b>
MORE THAN 10 YEARS:	3,540	538	395	270	110	15	99	13	7	0	0	0	4,151	836	92	25
AVERAGE YEARS	13.1	10.7	12.6	10.8	12.2	11.5	11.2	7.9	9.4	2.4	0.8	0.8	12.9	10.6	20.1	18.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	42	75	19	124	0	1	4	9	0	2	1	0	66	211	2	2
06 - 10 YEARS	28	69	24	76	0	3	3	8	2	3	0	1	57	160	4	1
11 - 15 YEARS	8	20	5	12	0	0	1	4	0	1	0	0	14	37	2	1
16 - 20 YEARS	17	25	6	22	0	1	1	5	0	0	0	0	24	53	8	6
21 - 25 YEARS	2	21	1	14	0	0	1	3	0	1	0	0	4	39	1	2
26 - 30 YEARS	4	21	3	13	0	4	1	0	0	0	0	0	8	38	5	6
31 - 35 YEARS	6	16	1	14	1	0	0	0	0	0	0	0	8	30	2	3
36 - 40 YEARS	1	4	0	0	0	0	0	0	0	0	0	0	1	4	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>108</b>	<b>251</b>	<b>59</b>	<b>276</b>	<b>1</b>	<b>9</b>	<b>11</b>	<b>29</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>182</b>	<b>573</b>	<b>25</b>	<b>21</b>
MORE THAN 10 YEARS:	38	107	16	76	1	5	4	12	0	2	0	0	59	202	19	18
AVERAGE YEARS	10.6	12.8	9.6	9.7	32.0	18.1	10.5	10.4	6.5	9.1	5.0	6.0	10.3	11.2	19.0	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	336	217	8	8	2	0	5	4	5	8	0	0	356	237	1	0
06 - 10 YEARS	320	145	9	7	0	0	3	4	13	8	0	0	345	164	1	2
11 - 15 YEARS	174	81	7	3	1	0	2	1	9	7	0	0	193	92	1	1
16 - 20 YEARS	251	124	7	7	1	1	6	1	7	5	0	0	272	138	6	1
21 - 25 YEARS	105	52	12	6	1	4	2	0	6	2	0	0	126	64	4	2
26 - 30 YEARS	87	29	8	2	1	0	1	0	5	1	0	0	102	32	3	2
31 - 35 YEARS	67	5	4	1	0	0	2	0	2	0	0	0	75	6	1	0
36 - 40 YEARS	16	1	0	0	0	0	0	0	1	0	0	0	17	1	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,358</b>	<b>654</b>	<b>55</b>	<b>34</b>	<b>6</b>	<b>5</b>	<b>21</b>	<b>10</b>	<b>49</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>1,489</b>	<b>734</b>	<b>18</b>	<b>8</b>
MORE THAN 10 YEARS:	702	292	38	19	4	5	13	2	31	15	0	0	788	333	16	6
AVERAGE YEARS	13.5	11.1	17.1	13.8	14.7	22.0	14.7	7.8	16.2	11.1	0.0	0.0	13.7	11.3	21.8	18.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	389	114	14	6	2	0	7	2	5	4	1	1	418	127	2	0
06 - 10 YEARS	145	60	2	2	2	0	2	0	3	1	0	0	154	63	0	0
11 - 15 YEARS	92	24	4	1	0	0	2	0	2	2	0	0	100	27	1	0
16 - 20 YEARS	121	31	6	5	0	0	1	0	3	1	0	0	131	37	6	1
21 - 25 YEARS	65	17	11	4	0	1	2	1	0	0	0	0	78	23	2	2
26 - 30 YEARS	26	9	4	5	1	0	3	1	1	0	0	0	35	15	0	1
31 - 35 YEARS	44	5	2	1	0	0	2	0	0	0	0	0	48	6	6	0
36 - 40 YEARS	11	4	0	0	0	0	2	0	2	0	0	0	15	4	2	0
MORE THAN 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>898</b>	<b>265</b>	<b>43</b>	<b>24</b>	<b>5</b>	<b>1</b>	<b>21</b>	<b>4</b>	<b>16</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>984</b>	<b>303</b>	<b>19</b>	<b>4</b>
MORE THAN 10 YEARS:	364	91	27	16	1	1	12	2	8	3	0	0	412	113	17	4
AVERAGE YEARS	10.4	9.5	14.3	16.5	10.4	22.0	16.1	14.8	14.1	8.8	0.0	0.0	10.8	10.1	23.1	22.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NOT AVAILABLE</b>																
00 - 05 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 0.0</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	63	6	2	1	0	0	1	0	0	0	0	0	66	7	0	0
06 - 10 YEARS	347	25	7	2	1	0	6	0	1	0	0	0	362	27	0	0
11 - 15 YEARS	384	59	36	4	16	0	13	0	3	0	0	0	452	63	2	0
16 - 20 YEARS	161	32	28	2	3	0	9	2	2	1	0	0	203	37	0	0
21 - 25 YEARS	109	36	22	2	6	0	11	0	0	0	0	0	148	38	1	0
26 - 30 YEARS	51	2	15	0	0	0	2	0	0	0	0	0	68	2	0	0
31 - 35 YEARS	19	2	2	1	0	0	2	0	0	0	0	0	23	3	0	0
36 - 40 YEARS	4	0	2	0	0	0	1	0	0	0	0	0	7	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,140</b>	<b>162</b>	<b>114</b>	<b>12</b>	<b>26</b>	<b>0</b>	<b>45</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,331</b>	<b>177</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	730	131	105	9	25	0	38	2	5	1	0	0	903	143	3	0
AVERAGE YEARS	14.3	15.8	18.8	15.8	15.8	0.0	17.8	19.5	14.3	18.0	0.0	0.0	14.8	15.9	17.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	182	290	53	100	0	3	8	8	1	1	0	2	244	404	0	0
06 - 10 YEARS	147	212	37	92	1	1	5	7	2	6	1	0	193	318	0	0
11 - 15 YEARS	100	112	19	48	1	1	5	4	3	0	0	0	128	165	2	1
16 - 20 YEARS	71	61	17	36	1	0	6	2	2	2	0	0	97	101	3	1
21 - 25 YEARS	59	66	19	44	3	1	0	5	0	0	0	0	81	116	4	5
26 - 30 YEARS	83	106	49	54	2	0	3	3	0	0	0	0	137	163	7	8
31 - 35 YEARS	47	62	8	16	1	0	0	1	1	0	0	0	57	79	4	1
36 - 40 YEARS	2	2	1	1	0	0	1	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>691</b>	<b>911</b>	<b>203</b>	<b>392</b>	<b>9</b>	<b>6</b>	<b>28</b>	<b>30</b>	<b>9</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>941</b>	<b>1,350</b>	<b>20</b>	<b>16</b>
MORE THAN 10 YEARS:	362	409	113	200	8	2	15	15	6	2	0	0	504	628	20	16
AVERAGE YEARS	13.8	12.6	15.2	13.7	22.1	8.8	12.9	12.9	13.3	10.1	6.0	0.0	14.1	12.9	25.3	25.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.4</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	385	1,203	101	622	0	6	19	68	5	18	2	11	512	1,928	3	9
06 - 10 YEARS	425	1,037	93	655	4	13	19	62	12	20	0	0	553	1,787	4	8
11 - 15 YEARS	381	616	105	286	2	9	15	49	4	18	0	0	507	978	7	17
16 - 20 YEARS	219	438	52	224	2	10	11	42	5	13	0	0	289	727	18	35
21 - 25 YEARS	173	250	40	145	2	3	6	19	2	8	0	0	223	425	13	19
26 - 30 YEARS	187	374	37	257	1	7	6	12	3	5	0	1	234	656	22	40
31 - 35 YEARS	122	204	19	135	1	1	3	2	2	0	0	0	147	342	11	21
36 - 40 YEARS	13	29	7	29	0	0	0	3	0	0	0	0	20	61	2	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,907</b>	<b>4,151</b>	<b>454</b>	<b>2,353</b>	<b>12</b>	<b>49</b>	<b>79</b>	<b>257</b>	<b>33</b>	<b>82</b>	<b>2</b>	<b>12</b>	<b>2,487</b>	<b>6,904</b>	<b>80</b>	<b>150</b>
MORE THAN 10 YEARS:	1,097	1,911	260	1,076	8	30	41	127	16	44	0	1	1,422	3,189	73	133
AVERAGE YEARS	14.1	12.1	13.3	12.9	16.5	14.3	12.5	11.6	13.3	12.2	0.5	2.9	13.9	12.4	22.8	21.4
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>12.8</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	199	1,216	37	249	0	9	10	58	2	11	4	8	252	1,551	2	6
06 - 10 YEARS	136	1,037	26	224	2	12	7	47	3	9	0	0	174	1,329	1	10
11 - 15 YEARS	64	554	7	131	0	11	5	21	0	3	0	0	76	720	5	16
16 - 20 YEARS	50	556	10	159	1	8	3	43	2	6	0	0	66	772	13	72
21 - 25 YEARS	26	422	11	129	1	10	4	26	1	5	0	0	43	592	10	43
26 - 30 YEARS	43	553	17	192	0	12	3	28	0	6	0	0	63	791	12	56
31 - 35 YEARS	31	417	2	102	0	2	1	11	0	1	0	0	34	533	5	35
36 - 40 YEARS	7	68	1	21	0	0	0	0	0	0	0	0	8	89	0	4
MORE THAN 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>556</b>	<b>4,830</b>	<b>111</b>	<b>1,208</b>	<b>4</b>	<b>64</b>	<b>33</b>	<b>234</b>	<b>8</b>	<b>41</b>	<b>4</b>	<b>8</b>	<b>716</b>	<b>6,385</b>	<b>48</b>	<b>242</b>
MORE THAN 10 YEARS:	221	2,577	48	735	2	43	16	129	3	21	0	0	290	3,505	45	226
AVERAGE YEARS	11.3	14.5	12.6	16.1	15.0	16.3	11.7	14.0	10.5	13.7	0.0	0.8	11.4	14.8	21.7	22.5
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>14.4</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	2	5	0	4	0	0	0	0	0	0	0	0	2	9	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 2.5</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	389	364	38	92	3	6	5	8	45	39	13	6	493	515	1	0
06 - 10 YEARS	342	411	31	87	1	0	7	10	21	17	0	0	402	525	8	2
11 - 15 YEARS	204	228	23	46	1	2	6	6	9	11	0	0	243	293	3	4
16 - 20 YEARS	166	237	37	56	1	1	6	14	7	9	0	0	217	317	20	27
21 - 25 YEARS	137	222	38	72	0	3	11	11	12	7	0	0	198	315	23	14
26 - 30 YEARS	149	251	35	66	2	0	5	8	2	5	0	0	193	330	20	27
31 - 35 YEARS	137	223	9	31	0	2	3	2	1	2	0	0	150	260	15	21
36 - 40 YEARS	31	45	2	3	0	0	1	1	0	0	0	0	34	49	4	1
MORE THAN 40 YEARS	3	5	1	0	0	0	0	1	0	0	0	0	4	6	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>1,558</b>	<b>1,986</b>	<b>214</b>	<b>453</b>	<b>8</b>	<b>14</b>	<b>44</b>	<b>61</b>	<b>97</b>	<b>90</b>	<b>13</b>	<b>6</b>	<b>1,934</b>	<b>2,610</b>	<b>95</b>	<b>98</b>
MORE THAN 10 YEARS:	827	1,211	145	274	4	8	32	43	31	34	0	0	1,039	1,570	86	96
AVERAGE YEARS	14.6	16.6	16.9	16.0	12.6	13.5	17.8	17.1	9.8	10.1	0.6	1.2	14.6	16.3	23.9	25.3
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>15.5</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	25.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	4.0	25.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	101	137	15	31	0	0	3	4	4	5	0	1	123	178	2	1
06 - 10 YEARS	334	267	33	99	4	1	5	5	14	5	0	0	390	377	1	1
11 - 15 YEARS	460	332	63	104	13	7	8	10	6	5	0	0	550	458	5	7
16 - 20 YEARS	607	335	79	115	16	5	18	10	5	10	0	0	725	475	23	18
21 - 25 YEARS	633	329	116	136	12	4	24	10	14	5	0	0	799	484	62	19
26 - 30 YEARS	364	344	57	126	6	3	8	15	5	6	0	0	440	494	37	43
31 - 35 YEARS	333	184	39	83	5	1	8	4	3	1	0	0	388	273	33	12
36 - 40 YEARS	104	43	9	16	1	1	1	2	2	0	0	0	117	62	16	7
MORE THAN 40 YEARS	11	4	0	4	0	0	0	0	2	0	0	0	13	8	2	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,947</b>	<b>1,975</b>	<b>411</b>	<b>714</b>	<b>57</b>	<b>22</b>	<b>75</b>	<b>60</b>	<b>55</b>	<b>37</b>	<b>0</b>	<b>1</b>	<b>3,545</b>	<b>2,809</b>	<b>181</b>	<b>110</b>
MORE THAN 10 YEARS:	2,512	1,571	363	584	53	21	67	51	37	27	0	0	3,032	2,254	178	108
AVERAGE YEARS	20.4	19.3	20.6	20.4	20.4	20.1	20.6	20.4	18.6	16.8	0.0	0.0	20.4	19.5	26.0	25.7
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>20.0</b>														

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	97	130	14	14	0	0	0	2	1	3	9	7	121	156	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>97</b>	<b>131</b>	<b>14</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>121</b>	<b>157</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS 0.1</b>																

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	88	67	16	15	0	1	1	0	2	2	4	2	111	87	1	0
06 - 10 YEARS	82	58	7	8	0	0	1	3	0	1	0	0	90	70	1	1
11 - 15 YEARS	95	63	6	3	0	1	1	0	1	1	0	0	103	68	3	1
16 - 20 YEARS	91	90	14	19	0	1	2	3	3	1	0	0	110	114	3	4
21 - 25 YEARS	116	84	19	20	5	1	4	2	3	1	0	0	147	108	11	5
26 - 30 YEARS	128	107	27	31	1	2	4	3	1	4	1	0	162	147	19	7
31 - 35 YEARS	163	77	18	28	3	1	2	1	1	0	0	0	187	107	17	6
36 - 40 YEARS	61	15	1	6	1	0	2	0	0	0	0	0	65	21	5	2
MORE THAN 40 YEARS	7	3	0	0	0	0	1	0	0	0	0	0	8	3	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>831</b>	<b>564</b>	<b>108</b>	<b>130</b>	<b>10</b>	<b>7</b>	<b>18</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>983</b>	<b>725</b>	<b>62</b>	<b>26</b>
MORE THAN 10 YEARS:	661	439	85	107	10	6	16	9	9	7	1	0	782	568	60	25
AVERAGE YEARS	21.7	20.0	21.0	23.0	27.6	21.0	24.9	20.2	18.9	18.1	7.4	1.5	21.7	20.5	28.1	26.1
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>21.2</b>														



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	64	177	14	29	1	2	0	9	0	1	1	3	80	221	1	2
06 - 10 YEARS	54	244	9	33	0	2	2	2	0	4	0	0	65	285	0	1
11 - 15 YEARS	24	155	3	25	0	2	1	1	1	1	0	0	29	184	0	4
16 - 20 YEARS	24	193	5	29	0	2	3	10	0	6	0	0	32	240	1	5
21 - 25 YEARS	23	137	9	36	0	1	0	16	1	3	0	0	33	193	4	16
26 - 30 YEARS	17	192	2	42	1	3	0	12	1	1	0	0	21	250	1	16
31 - 35 YEARS	24	178	3	36	1	1	1	3	0	1	0	0	29	219	2	20
36 - 40 YEARS	4	40	1	4	0	0	1	1	0	0	0	0	6	45	0	1
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>234</b>	<b>1,319</b>	<b>46</b>	<b>234</b>	<b>3</b>	<b>13</b>	<b>8</b>	<b>54</b>	<b>3</b>	<b>17</b>	<b>1</b>	<b>3</b>	<b>295</b>	<b>1,640</b>	<b>9</b>	<b>65</b>
MORE THAN 10 YEARS:	116	898	23	172	2	9	6	43	3	12	0	0	150	1,134	8	62
AVERAGE YEARS	14.0	18.2	13.8	19.4	21.7	18.0	20.4	20.0	21.3	17.2	1.0	3.3	14.3	18.4	22.6	25.6
<b>BARGAINING UNIT AVERAGE YEARS</b>		<b>17.8</b>														

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 14 JUNE 28, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,564	4,974	537	1,482	58	42	137	195	80	99	76	58	5,452	6,850	25	26
06- 10 YEARS	4,759	3,954	508	1,447	65	41	119	167	79	75	1	1	5,531	5,685	24	27
11- 15 YEARS	3,673	2,561	427	785	93	41	118	103	43	49	0	0	4,354	3,539	43	57
16- 20 YEARS	3,399	2,341	395	763	72	36	111	140	41	54	0	0	4,018	3,334	165	183
21- 25 YEARS	2,625	1,773	484	719	56	31	92	97	43	32	0	0	3,300	2,652	208	139
26- 30 YEARS	1,444	2,040	297	811	20	31	49	86	18	28	1	1	1,829	2,997	152	208
31- 35 YEARS	1,168	1,397	125	459	19	8	33	25	10	5	0	0	1,355	1,894	105	122
36- 40 YEARS	281	254	26	81	2	1	11	7	5	0	0	0	325	343	34	18
MORE THAN 40 YEARS	33	23	1	7	0	0	1	1	3	0	0	0	38	31	6	4
<b>STATEWIDE TOTAL</b>	<b>21,946</b>	<b>19,317</b>	<b>2,800</b>	<b>6,554</b>	<b>385</b>	<b>231</b>	<b>671</b>	<b>821</b>	<b>322</b>	<b>342</b>	<b>78</b>	<b>60</b>	<b>26,202</b>	<b>27,325</b>	<b>762</b>	<b>784</b>
MORE THAN 10 YEARS	12,623	10,389	1,755	3,625	262	148	415	459	163	168	1	1	15,219	14,790	713	731
AVERAGE YEARS	14.0	14.0	15.1	14.8	14.9	15.1	14.6	13.9	13.5	12.2	1.1	1.3	14.1	14.2	23.4	23.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.2</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Table 5-3

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: June 28, 2008**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,405	2.6 %	44.7	\$23.45	986	70.2 %
A31 - LABOR AND TRADES	3,851	7.2 %	43.1	\$17.01	1,959	50.9 %
C12 - SECURITY	8,964	16.7 %	42.7	\$22.94	7,349	82.0 %
E42 - HUMAN SERVICES SUPPORT	755	1.4 %	47.1	\$22.60	419	55.5 %
H21 - SCIENTIFIC & ENGINEERING	2,223	4.1 %	44.0	\$31.16	1,623	73.0 %
L32 - TECHNICAL	1,288	2.4 %	39.9	\$20.98	727	56.4 %
T01 - STATE POLICE ENLISTED	1,519	2.8 %	40.8	\$30.58	1,455	95.8 %
U11 - INSTITUTIONAL	2,328	4.3 %	46.7	\$19.73	1,601	68.8 %
W22 - HUMAN SERVICES	9,398	17.5 %	46.1	\$25.56	6,558	69.8 %
W41 - ADMINISTRATIVE SUPPORT	7,109	13.2 %	46.9	\$20.00	5,164	72.6 %
Y00 - NON-SPECIFIED	12	0.0 %	24.5	\$15.39	1	8.3 %
Y23 - BUSINESS & ADMINISTRATION	4,546	8.5 %	47.2	\$30.57	3,447	75.8 %
Y50 - PENDING UNIT ASSIGNMENT	3	0.0 %	50.0	\$21.75	2	66.7 %
Y51 - SUPERVISORY	6,365	11.9 %	49.6	\$32.27	6,009	94.4 %
Y52 - NONCAREER	278	0.5 %	25.2	\$13.57	2	0.7 %
Y98 - MANAGERIAL	1,709	3.2 %	51.9	\$46.61	1,488	87.1 %
Y99 - CONFIDENTIAL	1,935	3.6 %	47.9	\$26.83	1,586	82.0 %
<b>STATEWIDE TOTAL</b>	<b>53,688</b>	<b>100.0 %</b>	<b>45.7</b>	<b>\$25.56</b>	<b>40,376</b>	<b>75.2 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSERED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING 06/28/2008

			Health Insurance						Dental Insurance						Vision Insurance	
Unit Code	Bargaining Unit	Total Employees	State Sponsored Health	Health Maintenance		Catastrophic Health		State Sponsored Dental	Dental Maintenance		Preventative Dental		State Sponsored Vision			
				%	%	%	%		%	%	%	%				
A02	SAFETY & REGULATORY	1,339	916	68 %	304	23 %	18	1 %	1,224	91 %	11	1 %	7	1 %	1,250	93 %
A31	LABOR AND TRADES	2,448	1,419	58 %	874	36 %	15	1 %	2,302	94 %	11	0 %	5	0 %	2,318	95 %
C12	SECURITY	8,964	5,773	64 %	2,795	31 %	39	0 %	8,448	94 %	182	2 %	20	0 %	8,648	96 %
E42	HUMAN SERVICES SUPPORT	755	476	63 %	234	31 %	5	1 %	686	91 %	37	5 %	2	0 %	729	97 %
H21	SCIENTIFIC & ENGINEERING	2,216	1,173	53 %	919	41 %	24	1 %	2,068	93 %	46	2 %	7	0 %	2,132	96 %
L32	TECHNICAL	1,001	576	58 %	368	37 %	12	1 %	942	94 %	23	2 %	4	0 %	969	97 %
T01	STATE POLICE ENLISTED	1,519	1,378	91 %	107	7 %	4	0 %	1,489	98 %	3	0 %	0	0 %	1,493	98 %
U11	INSTITUTIONAL	2,297	1,479	64 %	703	31 %	8	0 %	2,157	94 %	36	2 %	3	0 %	2,199	96 %
W22	HUMAN SERVICES	9,319	5,381	58 %	3,273	35 %	91	1 %	8,493	91 %	292	3 %	41	0 %	8,852	95 %
W41	ADMINISTRATIVE SUPPORT	6,709	3,009	45 %	3,207	48 %	69	1 %	6,057	90 %	232	3 %	24	0 %	6,326	94 %
Y00	NON-SPECIFIED	1	0	0 %	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %	1	100 %
Y23	BUSINESS & ADMINISTRATION	4,533	1,798	40 %	2,357	52 %	69	2 %	4,105	91 %	139	3 %	17	0 %	4,271	94 %
Y50	PENDING UNIT ASSIGNMENT	3	0	0 %	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %	3	100 %
Y51	SUPERVISORY	6,365	3,603	57 %	2,349	37 %	58	1 %	5,927	93 %	115	2 %	12	0 %	6,054	95 %
Y52	NONCAREER	3	1	33 %	1	33 %	0	0 %	2	67 %	0	0 %	0	0 %	2	67 %
Y98	MANAGERIAL	1,709	861	50 %	742	43 %	15	1 %	1,608	94 %	21	1 %	6	0 %	1,637	96 %
Y99	CONFIDENTIAL	1,925	720	37 %	1,001	52 %	18	1 %	1,723	90 %	46	2 %	2	0 %	1,769	92 %
STATEWIDE TOTALS:		51,106	28,563	56 %	19,238	38 %	445	1 %	47,235	92 %	1,194	2 %	150	0 %	48,653	95 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

MIDB Civil Service HWF47

Universe: Human Resources

Report Sequence: HRS Dept Cd Desc

# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING 06/28/2008

Disability Insurance						Life Insurance					
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Unit Code	Bargaining Unit	Total Employees	CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
A02	SAFETY & REGULATORY	1,339	1,145	86 %	93	7 %	1,262	94 %	75	6 %	86	6 %
A31	LABOR AND TRADES	2,448	2,198	90 %	14	1 %	2,353	96 %	88	4 %	18	1 %
C12	SECURITY	8,964	8,458	94 %	0	0 %	8,662	97 %	300	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	755	656	87 %	0	0 %	709	94 %	46	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,216	1,863	84 %	31	1 %	2,047	92 %	165	7 %	23	1 %
L32	TECHNICAL	1,001	845	84 %	25	2 %	919	92 %	77	8 %	16	2 %
T01	STATE POLICE ENLISTED	1,519	1,484	98 %	1,013	67 %	1,481	97 %	30	2 %	1,077	71 %
U11	INSTITUTIONAL	2,297	2,091	91 %	2	0 %	2,224	97 %	71	3 %	0	0 %
W22	HUMAN SERVICES	9,319	8,387	90 %	1	0 %	8,779	94 %	537	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,709	6,035	90 %	146	2 %	6,344	95 %	342	5 %	116	2 %
Y00	NON-SPECIFIED	1	1	100 %	0	0 %	1	100 %	0	0 %	0	0 %
Y23	BUSINESS & ADMINISTRATION	4,533	3,926	87 %	60	1 %	4,243	94 %	277	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	3	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,365	6,133	96 %	198	3 %	6,165	97 %	194	3 %	196	3 %
Y52	NONCAREER	3	0	0 %	0	0 %	3	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	1,709	1,561	91 %	31	2 %	1,636	96 %	70	4 %	35	2 %
Y99	CONFIDENTIAL	1,925	1,748	91 %	23	1 %	1,830	95 %	89	5 %	22	1 %
<b>STATEWIDE TOTALS:</b>		<b>51,106</b>	<b>46,534</b>	<b>91 %</b>	<b>1,637</b>	<b>3 %</b>	<b>48,661</b>	<b>95 %</b>	<b>2,361</b>	<b>5 %</b>	<b>1,632</b>	<b>3 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

MIDB Civil Service HWF47

Universe: Human Resources

Report Sequence: HRS Dept Cd Desc

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 14 Ending June 28, 2008

### EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	537	42	33	0	0	217	22	0	0	0	79	393
ATTORNEY GENERAL	11	495	30	1	0	0	0	0	0	0	0	91	122
AUDITOR GENERAL	03	144	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	119	0	0	0	0	0	0	0	0	50	16	66
CIVIL SERVICE COMMISSION	19	540	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,051	41	112	185	0	146	44	0	1,002	667	590	2,787
CORRECTIONS	47	16,060	9	777	8,713	0	12	112	0	539	2,112	1,144	13,418
EDUCATION	31	385	2	12	0	2	0	0	0	27	110	81	234
ENVIRONMENTAL QUALITY	76	1,360	29	2	0	0	790	56	0	0	1	184	1,062
EXECUTIVE OFFICE	01	49	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	264	23	52	0	0	14	2	0	0	50	53	194
HUMAN SERVICES	43	9,732	175	57	0	52	4	0	0	216	5,898	1,317	7,719
INFORMATION TECHNOLOGY	08	1,715	0	29	0	0	3	53	0	0	0	255	340
LABOR & ECONOMIC GROWTH	64	3,864	250	42	0	701	89	5	0	21	384	738	2,230
MANAGEMENT & BUDGET	07	978	4	278	0	0	36	11	0	0	2	138	469
MILITARY AFFAIRS	51	961	29	181	0	0	21	13	0	470	28	49	791
NATURAL RESOURCES	75	3,076	508	1,383	0	0	252	192	0	11	82	218	2,646
STATE	23	1,634	24	23	0	0	0	1	0	0	1	1,063	1,112
STATE POLICE	55	2,571	161	26	0	0	86	25	1,508	5	0	279	2,090
STRATEGIC FUND	07	238	0	34	0	0	0	2	0	0	0	69	105
TRANSPORTATION	59	3,242	60	788	0	0	551	748	0	0	3	239	2,389
TREASURY	27	1,519	10	8	0	0	2	1	0	0	3	496	520
<b>Grand Total:</b>		<b>53,534</b>	<b>1,397</b>	<b>3,840</b>	<b>8,898</b>	<b>755</b>	<b>2,223</b>	<b>1,287</b>	<b>1,508</b>	<b>2,291</b>	<b>9,391</b>	<b>7,101</b>	<b>38,691</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 14 Ending June 28, 2008

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	537	26	11	19	11	0	77	144
ATTORNEY GENERAL	11	495	31	45	287	0	0	10	373
AUDITOR GENERAL	03	144	0	66	34	6	0	34	140
CIVIL RIGHTS	15	119	2	20	12	4	0	15	53
CIVIL SERVICE COMMISSION	19	540	4	434	63	10	5	24	540
COMMUNITY HEALTH	39	4,051	453	103	176	19	2	511	1,264
CORRECTIONS	47	16,060	172	160	148	0	0	2,162	2,642
EDUCATION	31	385	68	26	20	2	0	35	151
ENVIRONMENTAL QUALITY	76	1,360	59	28	20	18	0	173	298
EXECUTIVE OFFICE	01	49	0	47	0	2	0	0	49
HISTORY ARTS AND LIBRARIES	25	264	22	9	19	0	0	20	70
HUMAN SERVICES	43	9,732	427	268	175	0	2	1,141	2,013
INFORMATION TECHNOLOGY	08	1,715	1,007	57	93	43	0	175	1,375
LABOR & ECONOMIC GROWTH	64	3,864	841	171	206	63	1	352	1,634
MANAGEMENT & BUDGET	07	978	174	138	66	23	1	107	509
MILITARY AFFAIRS	51	961	23	16	16	0	0	115	170
NATURAL RESOURCES	75	3,076	73	37	46	8	3	263	430
STATE	23	1,634	139	69	48	10	0	256	522
STATE POLICE	55	2,571	105	36	41	5	0	294	481
STRATEGIC FUND	07	238	69	20	22	0	0	22	133
TRANSPORTATION	59	3,242	211	118	92	38	1	393	853
TREASURY	27	1,519	639	56	105	24	0	175	999
<b>Grand Total:</b>		<b>53,534</b>	<b>4,545</b>	<b>1,935</b>	<b>1,708</b>	<b>286</b>	<b>15</b>	<b>6,354</b>	<b>14,843</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

## **GLOSSARY**



## **GLOSSARY**

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** – An indefinite appointment or limited term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

**AA:** Full-time (Classified)  
**AB:** Part-time (Classified)  
**AC:** Permanent Intermittent (Classified)  
**AD:** Limited Term (Classified)  
**AE:** Seasonal (Classified)  
**AF:** Unclassified  
**AP:** Workers Compensation  
**AQ:** Non Career/Per Diem  
**AR:** Special Personal Services ((not classified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - Starting in FY2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent about 95% of all non-career appointments. Turnover separations do not include employees placed on layoff.

Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employee** - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

#### **Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

<b>Unit Code</b>	<b><u>Unit</u></b>
<b>01</b>	<b><u>State Police Enlisted Unit</u></b> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
<b>02</b>	<b><u>Safety and Regulatory Unit</u></b> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
<b>11</b>	<b><u>Institutional Unit</u></b> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
<b>12</b>	<b><u>Security Unit</u></b> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
<b>21</b>	<b><u>Scientific and Engineering Unit</u></b> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
<b>22</b>	<b><u>Human Services Unit</u></b> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>23</b>	<b><u>Business and Administrative Unit</u></b> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>31</b>	<b><u>Labor and Trades Unit</u></b> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
<b>32</b>	<b><u>Technical Unit</u></b> Employees in this unit provide support services in the area of science and engineering.
<b>41</b>	<b><u>Administrative Support Unit</u></b> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
<b>42</b>	<b><u>Human Services Support Unit</u></b> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
<b>50</b>	<b><u>Pending Unit Assignment</u></b> Employees in positions in classifications that are pending unit assignment.

**51      Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52      Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98      Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99      Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.